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Form **990EZ**

Department of the Treasury
Internal Revenue Service

Short Form
Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public.

▶ Go to www.irs.gov/Form990EZ for instructions and the latest information.

OMB No. 1545-1150

2019

Open to Public Inspection

A For the 2019 calendar year, or tax year beginning 01-01-2019 , and ending 12-31-2019

B Check if applicable:
- ☐ Address change
- ☐ Name change
- ☐ Initial return
- ☐ Final return/terminated
- ☐ Amended return
- ☐ Application pending

C Name of organization
THE SOCIETY FOR HUMAN RESOURCE
MGMT OF NEW MEXICO STATE COUNCIL

Number and street (or P. O. box, if mail is not delivered to street address) | Room/suite
PO BOX 3008

City or town, state or province, country, and ZIP or foreign postal code
ALBUQUERQUE, NM 87190

D Employer identification number
85-0373836

E Telephone number
(505) 205-8055

F Group Exemption Number ▶

G Accounting Method: ☑ Cash ☐ Accrual Other (specify) ▶

H Check ▶ ☑ if the organization is **not** required to attach Schedule B (Form 990, 990-EZ, or 990-PF).

I Website: ▶SHRMNM.ORG

J Tax-exempt status (check only one) - ☐ 501(c)(3) ☑ 501(c)(6) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527

K Form of organization: ☐ Corporation ☐ Trust ☑ Association ☐ Other

L Add lines 5b, 6c, and 7b to line 9 to determine gross receipts. If gross receipts are $200,000 or more, or if total assets (Part II, column (B) below) are $500,000 or more, file Form 990 instead of Form 990-EZ . . . ▶ $ 129,289

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (see the instructions for Part I)

Check if the organization used Schedule O to respond to any question in this Part I . . . ☑

Section	Line	Description	Sub	Sub amount	Line	Amount
Revenue	1	Contributions, gifts, grants, and similar amounts received			1	6,423
	2	Program service revenue including government fees and contracts			2	121,979
	3	Membership dues and assessments			3	
	4	Investment income			4	81
	5a	Gross amount from sale of assets other than inventory	5a			
	b	Less: cost or other basis and sales expenses	5b			
	c	Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)			5c	
	6	Gaming and fundraising events				
	a	Gross income from gaming (attach Schedule G if greater than $15,000)	6a			
	b	Gross income from fundraising events (not including $ ______ of contributions from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds $15,000)	6b			
	c	Less: direct expenses from gaming and fundraising events	6c			
	d	Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c)			6d	
	7a	Gross sales of inventory, less returns and allowances	7a			
	b	Less: cost of goods sold	7b			
	c	Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)			7c	
	8	Other revenue (describe in Schedule O)			8	806
	9	**Total revenue.** Add lines 1, 2, 3, 4, 5c, 6d, 7c, and 8 ▶			9	129,289
Expenses	10	Grants and similar amounts paid (list in Schedule O)			10	
	11	Benefits paid to or for members			11	
	12	Salaries, other compensation, and employee benefits			12	
	13	Professional fees and other payments to independent contractors			13	1,942
	14	Occupancy, rent, utilities, and maintenance			14	
	15	Printing, publications, postage, and shipping			15	134
	16	Other expenses (describe in Schedule O)			16	97,140
	17	**Total expenses.** Add lines 10 through 16 ▶			17	99,216
Net Assets	18	Excess or (deficit) for the year (Subtract line 17 from line 9)			18	30,073
	19	Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)			19	19,363
	20	Other changes in net assets or fund balances (explain in Schedule O)			20	75
	21	Net assets or fund balances at end of year. Combine lines 18 through 20			21	49,511

Part II **Balance Sheets** (see the instructions for Part II)
Check if the organization used Schedule O to respond to any question in this Part II . . . ☐

	(A) Beginning of year		(B) End of year
22 Cash, savings, and investments	19,363	22	49,511
23 Land and buildings		23	
24 Other assets (describe in Schedule O)		24	
25 **Total assets**	19,363	25	49,511
26 **Total liabilities** (describe in Schedule O)		26	
27 **Net assets or fund balances** (line 27 of column (B) **must** agree with line 21)	19,363	27	49,511

Part III **Statement of Program Service Accomplishments** (see the instructions for Part III)
Check if the organization used Schedule O to respond to any question in this Part III . . ☑

Expenses (Required for section 501(c)(3) and 501(c)(4) organizations; optional for others.)

What is the organization's primary exempt purpose?
TO PROMOTE THE MISSION OF THE SOCIETY FOR HUMAN RESOURCES MANAGEMENT (SHRM), TO SERVE THE NEEDS OF HUMAN RESOURCES PROFESSIONALS AND ADVANCE THE HUMAN RESOURCES PROFESSION. WE AIM TO CONNECT HUMAN RESOURCE PROFESSIONALS THROUGHOUT NEW MEXICO, TO PROVIDE SUPPORT TO AFFILIATE SHRM CHAPTERS IN OUR STATE, AND TO ACT AS A CONDUIT IN THE COMMUNICATION NETWORK BETWEEN NATIONAL SHRM AND LOCAL CHAPTERS. WE ARE VOLUNTEER LEADERS DEDICATED TO THE HUMAN RESOURCES PROFESSION.

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.

28 See Additional Data Table (Grants $) If this amount includes foreign grants, check here . . . ▶ ☐	28a	
29 (Grants $) If this amount includes foreign grants, check here . . . ▶ ☐	29a	
30 (Grants $) If this amount includes foreign grants, check here . . . ▶ ☐	30a	
31 Other program services (describe in Schedule O) (Grants $) If this amount includes foreign grants, check here . . . ▶ ☐	31a	
32 **Total program service expenses** (add lines 28a through 31a) ▶	32	

Part IV **List of Officers, Directors, Trustees, and Key Employees** (list each one even if not compensated — see the instructions for Part IV)
Check if the organization used Schedule O to respond to any question in this Part IV. . . ☐

(a) Name and title	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC) **(if not paid, enter -0-)**	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation
See Additional Data Table				

Part V **Other Information** (Note the Schedule A and personal benefit contract statement requirements in the instructions for Part V.) Check if the organization used Schedule O to respond to any question in this Part V . . . . ☐

			Yes	No
33	Did the organization engage in any significant activity not previously reported to the IRS? If "Yes," provide a detailed description of each activity in Schedule O	33		No
34	Were any significant changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the amended documents if they reflect a change to the organization's name. Otherwise, explain the change on Schedule O. See instructions.	34		No
35a	Did the organization have unrelated business gross income of $1,000 or more during the year from business activities (such as those reported on lines 2, 6a, and 7a, among others)?	35a		No
b	If "Yes," to line 35a, has the organization filed a Form 990-T for the year? If "No," provide an explanation in Schedule O	35b		
c	Was the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization subject to section 6033(e) notice, reporting, and proxy tax requirements during the year? If "Yes," complete Schedule C, Part III	35c	Yes	
36	Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N	36		No
37a	Enter amount of political expenditures, direct or indirect, as described in the instructions. ▶ 37a			
b	Did the organization file **Form 1120-POL** for this year?	37b		No
38a	Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee **or** were any such loans made in a prior year and still outstanding at the end of the tax year covered by this return?	38a		No
b	If "Yes," complete Schedule L, Part II and enter the total amount involved 38b			
39	Section 501(c)(7) organizations. Enter:			
a	Initiation fees and capital contributions included on line 9 39a			
b	Gross receipts, included on line 9, for public use of club facilities 39b			
40a	Section 501(c)(3) organizations. Enter amount of tax imposed on the organization during the year under: section 4911 ▶ ; section 4912 ▶ ; section 4955 ▶			
b	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in any section 4958 excess benefit transaction during the year, or did it engage in an excess benefit transaction in a prior year that has not been reported on any of its prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	40b		
c	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Enter amount of tax imposed on organization managers or disqualified persons during the year under sections4912, 4955, and 4958 ▶			
d	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Enter amount of tax on line 40c reimbursed by the organization ▶			
e	All organizations. At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T	40e		No

41 List the states with which a copy of this return is filed. ▶

42a The organization's books are in care of ▶ ELIZABETH GRIEGO-POWELL Telephone no.▶ (505) 205-8055

Located at ▶ PO BOX 95493 ALBUQUERQUE , NM ZIP + 4 ▶ 87199

			Yes	No
b	At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)? If "Yes," enter the name of the foreign country: ▶ See the instructions for exceptions and filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).	42b		No
c	At any time during the calendar year, did the organization maintain an office outside the U.S.? If "Yes," enter the name of the foreign country: ▶	42c		No

43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of **Form 1041** - Check here . . . . ▶ ☐
and enter the amount of tax-exempt interest received or accrued during the tax year . . . . ▶ 43

			Yes	No
44a	Did the organization maintain any donor advised funds during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ	44a		No
b	Did the organization operate one or more hospital facilities during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ	44b		No
c	Did the organization receive any payments for indoor tanning services during the year?	44c		No
d	If "Yes," to line 44c, has the organization filed a Form 720 to report these payments? *If "No," provide an explanation in Schedule O*	44d		
45a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	45a		No
45b	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," Form 990 and Schedule R may need to be completed instead of Form 990-EZ (see instructions)	45b		No

		Yes	No
46 Did the organization engage, directly or indirectly, in political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I.	**46**		No

Part VI **Section 501(c)(3) Organizations Only**

All section 501(c)(3) organizations must answer questions 47- 49b and 52, and complete the tables for lines 50 and 51.

Check if the organization used Schedule O to respond to any question in this Part VI . . . ☐

		Yes	No
47 Did the organization engage in lobbying activities or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	**47**		
48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	**48**		
49a Did the organization make any transfers to an exempt non-charitable related organization?	**49a**		
b If "Yes," was the related organization a section 527 organization?	**49b**		

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than $100,000 of compensation from the organization. If there is none, enter "None."

(a) Name and title of each employee	**(b)** Average hours per week devoted to position	**(c)** Reportable compensation (Forms W-2/1099-MISC)	**(d)** Health benefits, contributions to employee benefit plans, and deferred compensation	**(e)** Estimated amount of other compensation

f Total number of other employees paid over $100,000 . . . ▶

51 Complete this table for the organization's five highest compensated independent contractors who each received more than $100,000 of compensation from the organization. If there is none, enter "None."

(a) Name and business address of each independent contractor	**(b)** Type of service	**(c)** Compensation

d Total number of other independent contractors each receiving over $100,000. . . ▶

52 Did the organization complete Schedule A? **NOTE.** All section 501(c)(3) organizations must attach a completed Schedule A . . . ▶ ☐ **Yes** ☐ **No**

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here

****** 2020-08-05
Signature of officer Date

JAMIE WAGONER PRESIDENT
Type or print name and title

Paid Preparer Use Only

Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
JAMES M HAYNES		2020-08-05		P00075331
Firm's name ▶ PULAKOS CPAS PC			Firm's EIN ▶ 85-0219147	
Firm's address ▶ 5921 JEFFERSON ST NE ALBUQUERQUE, NM 87109			Phone no. (505) 338-1500	

May the IRS discuss this return with the preparer shown above? See instructions . . . ▶ ☑ **Yes** ☐ **No**

Additional Data

Software ID:
Software Version:
EIN: 85-0373836
Name: THE SOCIETY FOR HUMAN RESOURCE MGMT OF NEW MEXICO STATE COUNCIL

Form 990EZ, Part III - Statement of Program Service Accomplishments

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.	Expenses (Required for section 501 (c)(3) and 501(c)(4) organizations; optional for others.)	
28 EVENTS OF THE YEAR JANUARY LEADERSHIP CONFERENCE: EACH JANUARY, SHRM NM STATE COUNCIL HOLDS A LEADERSHIP CONFERENCE. THE PARTICIPANTS INCLUDE THE SHRM NM STATE COUNCIL BOARD OF DIRECTORS AS WELL AS THE BOARDS FROM EACH OF THE 4 LOCAL SHRM CHAPTERS, LOCATED IN LAS CRUCES, ALBUQUERQUE, SANTA FE AND FARMINGTON. THE PURPOSE OF THIS EVENT IS THREEFOLD: "LEADERSHIP TRAINING WITH A GUEST SPEAKER WHO PROVIDES GUIDANCE TO ALL IN THEIR LEADERSHIP ROLES "TEAM BUILDING AND COLLABORATION AMONG THOSE HOLDING THE SAME OR SIMILAR POSITIONS ON THEIR DIFFERENT BOARDS SO THAT THEY DEVELOP A NETWORK WITHIN THEIR AREA OF RESPONSIBILITY. "DEVELOPING A STRONGER CONNECTION BETWEEN THE SHRM NM STATE COUNCIL AND THE LOCAL SHRM CHAPTERS 2019 SHRM NM TRENDS/LEGAL UPDATE STATE CONFERENCE THE SHRM NM STATE CONFERENCE IS HELD EVERY OTHER YEAR AND IN OFF YEARS, THE SHRM NM STATE COUNCIL HOSTS A LEGISLATIVE UPDATE. HOWEVER, IN 'APRIL 2019 THE NM STATE COUNCIL HOSTED A COMBINATION EMPLOYMENT TRENDS/LEGISLATIVE UPDATE CONFERENCE. THE EVENT SPANNED TWO DAYS AND IT PROVED TO BE AN UNFORGETTABLE ACTION-ORIENTED CONFERENCE TO PREPARE FOR THE FUTURE OF EMPLOYMENT AS WELL AS LEGISLATIVE ISSUES WITHIN THE PROFESSION OF HUMAN RESOURCES, AND WITH AMAZING PRESENTATIONS, BOTH BY KEYNOTE SPEAKERS AND BY THOSE PRESENTING DURING CONCURRENT SESSIONS. THE ATTENDEES WERE PROVIDED WITH: "EDUCATION WITHIN THE FIELD "PRESENTATION OF NEW TRENDS AND CUTTING-EDGE IDEAS TO BETTER PREPARE FOR EMPLOYMENT CHALLENGES IN THE FUTURE "LEGISLATIVE INFORMATION CRITICAL TO THE HR PROFESSIONAL THIS CONFERENCE WAS TRULY MEMORABLE FOR ALL WHO ATTENDED AS IT PROVIDED THE ATTENDEES WITH TOOLS AND TAKEAWAYS FOR THEIR OWN DUTIES. THE TURNOUT AND SUCCESS OF THE CONFERENCE ASSISTED IN THE STRENGTHENING OF A SOLID FINANCIAL STRONGHOLD FOR THE ORGANIZATION. AND THE CONTENTS OF THE EVENT LEFT THE ATTENDEES ENTHUSIASTIC AND ENCOURAGED TO PUT MUCH OF WHAT THEY LEARNED INTO PRACTICE. 2019 REGIONAL MEETING EACH YEAR THE STATE DIRECTOR AND DIRECTOR ELECT, AS WELL AS THE MEMBERSHIP DIRECTOR, MEETS WITH ALL OTHER INDIVIDUALS IN THE SAME ROLE IN ALL 50 STATES ACROSS THE NATION AT A CENTRAL LOCATION FOR MEETING WITH THE NATIONAL SHRM OFFICERS TO LEARN MORE ABOUT THE NATIONAL SHRM INITIATIVES OF THE YEAR. IN 2019, THE DIRECTOR ELECT AND THE MEMBERSHIP DIRECTOR WENT TO THE CONFERENCE IN MIAMI WHERE THE INITIATIVES FOCUSED AROUND MEMBERSHIP. ONE OF THE INITIATIVES THAT THE SHRM NM STATE COUNCIL SHARED AT BOTH THE REGIONAL AS WELL AS THE ANNUAL SHRM CONFERENCE IN JUNE IN LAS VEGAS WAS THE FOCUS THAT THE ORGANIZATION HAS HAD ON HR PROFESSIONAL DEVELOPMENT IN INDIAN COUNTRY. 2019 VOLUNTEER LEADERSHIP SUMMIT SHRM NATIONAL HOSTS AN ANNUAL VOLUNTEER LEADERSHIP SUMMIT TO BRING TOGETHER THE VOLUNTEER LEADERS ON BOTH THE STATE AND LOCAL LEVELS TO PROVIDE AN OPPORTUNITY TO MEET THE NATIONAL SHRM LEADERS AND HEAR THEIR GOALS AND OBJECTIVES FOR THE FOLLOWING YEAR AS WELL AS GIVING PARTICIPANTS THE OPPORTUNITY TO LEARN AND SHARE IDEAS WITH THEIR COHORTS ACROSS THE NATION ON RUNNING THEIR ORGANIZATIONS, IDEAS FOR AREAS LIKE LEADERSHIP DIRECTION, MEMBERSHIP, CERTIFICATION, AND NETWORKING. THE HIGHLIGHT OF THIS SUMMIT IS THE OPPORTUNITY TO VISIT CAPITAL HILL AND MEET WITH THE STATE LEGISLATURES ON ITEMS OF PRIORITY TO THE HUMAN RESOURCES PROFESSION. LED BY OUR CEO, JOHNNY TAYLOR, JR., SHRM HAS BEEN ASKED TO TESTIFY BEFORE CONGRESS ON SUCH BILLS AS THE FLEXIBLE WORKPLACE ACT, WHICH WAS RECEIVED VERY FAVORABLY. THIS YEAR THE SHRM NEW MEXICO STATE COUNCIL WAS AWARDED A PINNACLE AWARD - AN ACHIEVEMENT WORLDWIDE SHARED BY 11 OTHER SHRM ORGANIZATIONS FOR THE EFFORTS TO PROMOTE EDUCATION AND PROFESSIONAL DEVELOPMENT IN THE HR FIELD FOR THE NATIVE AMERICAN HR PROFESSIONALS IN BOTH NEW MEXICO AND SURROUNDING STATES AS WELL. 2019 QUARTERLY MEETINGS QUARTERLY MEETINGS ARE TYPICALLY HELD IN JANUARY, APRIL, JULY/AUGUST, AND OCTOBER. THEY ARE USUALLY HELD IN A CENTRAL LOCATION IN THE ALBUQUERQUE AREA. AND LIKE THE PREVIOUS YEAR IN 2018, WE HELD THE APRIL MEETING VIRTUALLY AND IT RESULTED IN A VERY PRODUCTIVE 3 HOURS WITH A TREMENDOUS COST SAVINGS AS WELL. MEMBERSHIP EFFORTS IN AN EFFORT TO CONTINUE GAINING MEMBERSHIP IN 2019 FOR SHRM NEW MEXICO, BOTH ON A NATIONAL AND ON A LOCAL CHAPTER LEVEL, THE MEMBERSHIP CO- DIRECTORS WORKED IN CONJUNCTION WITH THE 4 LOCAL SHRM CHAPTERS ACROSS NEW MEXICO TO PROVIDE LEADERSHIP TO THE MEMBERSHIP DIRECTORS OF THE LOCAL CHAPTERS. ALSO, SEVERAL OF THE CHAPTERS RAN MEMBERSHIP CAMPAIGNS WHICH INCREASED THEIR MEMBERSHIPS DURING 2019. INITIATIVES INTRODUCTION OF ANNUAL CONFERENCE IN 2019, SHRM NM STATE COUNCIL INTRODUCED THE CONCEPT OF AN ANNUAL CONFERENCE, SOMETHING THAT WE HAD DISCUSSED BUT NEVER PUT INTO ACTION. WITH THE SUCCESS OF THE CONFERENCE, HOPEFULLY HOSTING AN ANNUAL EVENT WILL CONTINUE. DISRUPT HR A NEW CONCEPT WAS INITIATED FOR THE NATIONAL HR COMMUNITY AND IN 2019, SHRM NM HELD ITS FIRST DISRUPT HR EVENT. PATTERNED AFTER THE TEDTALKS FORMAT, A GROUP OF 6 SPEAKERS SPOKE TO THE ATTENDEES FOR A SHORT PERIOD OF TIME IN TANDEM WITH ACCOMPANYING POWERPOINT PRESENTATION AND ABOUT DIFFERENT ASPECTS OF THE HR WHEEL - FOLLOWED BY INDIVIDUAL INTERACTION WITH THE ATTENDEES. THE COMBINATION OF SHARED INFORMATION WITHIN A SOCIAL SETTING MADE FOR A VERY EFFECTIVE COLLABORATIVE EVENT THAT WILL BE REPEATED IN 2020 AND BEYOND. LOOKING FORWARD TO 2020 BEGINNING IN THE SUMMER OF 2019, THE SHRM NM STATE COUNCIL BEGAN PLANNING THE 2020 SHRM NEW MEXICO STATE CONFERENCE. LEARNING FROM THE SUCCESSES AND CHALLENGES OF PAST CONFERENCE, THE CONFERENCE PROMISES TO BE ANOTHER INNOVATIVE AND GROUNDBREAKING CONFERENCE FOR THE SPRING OF 2020. (Grants $) If this amount includes foreign grants, check here . . . ▶ ☐	28a	

Form 990EZ, Part IV — List of Officers, Directors, Trustees, and Key Employees

(list each one even if not compensated — see the instructions for Part IV)

Check if the organization used Schedule O to respond to any question in this Part IV. . . . . ☐

(a) Name and title	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC) (If not paid, enter -0-)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e)Estimated amount of other compensation
NAOMI SERNA-OLANDER DIRECTOR	0.50	0		
LEAH PELLETIER DIRECTOR	0.50	0		
JUDY PERKINS DIRECTOR	0.50	0		
LINDA STRAUSS DIRECTOR	0.50	0		
RENE YODER DIRECTOR	0.50	0		
ROBERT DANIEL DIRECTOR	0.50	0		
ILENE COLINA DIRECTOR	0.50	0		
MAGDALENA VIGIL-TULLAR DIRECTOR	0.50	0		
MARK CHRISTENSEN DIRECTOR	0.50	0		
KEVIN GICK DIRECTOR	0.50	0		
MARGARET LYNCH DIRECTOR	0.50	0		
CINDY MURPHY DIRECTOR	0.50	0		
CINDY HARGETT DIRECTOR	0.50	0		
CINDY MOHLER DIRECTOR	0.50	0		
JAMES STEVENS DIRECTOR	0.50	0		

Form 990EZ, Part IV — List of Officers, Directors, Trustees, and Key Employees

(list each one even if not compensated — see the instructions for Part IV)

Check if the organization used Schedule O to respond to any question in this Part IV. . . . . ☐

(a) Name and title	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC) (If not paid, enter -0-)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e)Estimated amount of other compensation
QUENTIN SMITH DIRECTOR	0.50	0		
RENE HATFIELD DIRECTOR	0.50	0		
VICKI LUSK DIRECTOR	0.50	0		
ROSE VELASQUEZ DIRECTOR	0.50	0		
VIVIAN SANTISTEVAN DIRECTOR	0.50	0		
AMANDA ROSS DIRECTOR	0.50	0		
CHRISTIE STEPHENS DIRECTOR	0.50	0		
DENISE MONTOYA DIRECTOR	0.50	0		
BARBARA MARCUS DIRECTOR	0.50	0		
ARMANDO LARA SECRETARY	0.50	0		
BRIAN STONE CO-TREASURER	3.00	0		
ELIZABETH GRIEGO-POWELL CO-TREASURER	3.00	0		
JAMIE WAGONER PRESIDENT	5.00	0		

SCHEDULE C (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶Complete if the organization is described below. ▶Attach to Form 990 or Form 990-EZ.
▶Go to *www.irs.gov/Form990* for instructions and the latest information.

OMB No. 1545-0047

2019

Open to Public Inspection

If the organization answered "Yes" on Form 990, Part IV, Line 3, or Form 990-EZ, Part V, line 46 (Political Campaign Activities), then
- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B.
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes" on Form 990, Part IV, Line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then
- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B.
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes" on Form 990, Part IV, Line 5 (Proxy Tax) (see separate instructions) or Form 990-EZ, Part V, line 35c (Proxy Tax) (see separate instructions), then
- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of the organization	Employer identification number
THE SOCIETY FOR HUMAN RESOURCE MGMT OF NEW MEXICO STATE COUNCIL	85-0373836

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV (see instructions for definition of "political campaign activities")

2 Political campaign activity expenditures (see instructions) ▶ $

3 Volunteer hours for political campaign activities (see instructions)

Part I-B Complete if the organization is exempt under section 501(c)(3).

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ $

2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ $

3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No

4a Was a correction made? ☐ Yes ☐ No

b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ $

2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ $

3 Total exempt function expenditures. Add lines 1 and 2. Enter here and on Form 1120-POL, line 17b ▶ $

4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No

5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which the filing organization made payments. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

	(a) Name	**(b)** Address	**(c)** EIN	**(d)** Amount paid from filing organization's funds. If none, enter -0-.	**(e)** Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.
1					
2					
3					
4					
5					
6					

Part II-A Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).

A Check ▶ ☐ if the filing organization belongs to an affiliated group (and list in Part IV each affiliated group member's name, address, EIN, expenses, and share of excess lobbying expenditures).

B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing organization's totals	**(b)** Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount. Enter the amount from the following table in both columns.		

If the amount on line 1e, column (a) or (b) is:	**The lobbying nontaxable amount is:**
Not over $500,000	20% of the amount on line 1e.
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000.
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000.
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000.
Over $17,000,000	$1,000,000.

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a. If zero or less, enter -0-.		
i Subtract line 1f from line 1c. If zero or less, enter -0-.		

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **No**

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the separate instructions for lines 2a through 2f.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	**(a)** 2016	**(b)** 2017	**(c)** 2018	**(d)** 2019	**(e)** Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B **Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).**

For each "Yes" response on lines 1a through 1i below, provide in Part IV a detailed description of the lobbying activity.		(a) Yes	(a) No	(b) Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities?			
j	Total. Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		No
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		No
3	Did the organization agree to carry over lobbying and political expenditures from the prior year?	3		No

Part III-B **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) and if either (a) BOTH Part III-A, lines 1 and 2, are answered "No" OR (b) Part III-A, line 3, is answered "Yes."**

1	Dues, assessments and similar amounts from members	1	
2	Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a	Current year	2a	
b	Carryover from last year	2b	
c	Total	2c	
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues .	3	
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	

Part IV **Supplemental Information**

Provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; Part II-A (affiliated group list); Part II-A, lines 1 and 2 (see instructions), and Part II-B, line 1. Also, complete this part for any additional information.

Return Reference	Explanation

efile GRAPHIC print - DO NOT PROCESS | As Filed Data - | DLN: 93492255003280

SCHEDULE O (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.
▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2019

Open to Public Inspection

Name of the organization	Employer identification number
THE SOCIETY FOR HUMAN RESOURCE MGMT OF NEW MEXICO STATE COUNCIL	85-0373836

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990-EZ, PART I, LINE 8	JOB POSTING SERVICES 806 TOTAL 806

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990-EZ, PART I, LINE 16	EXPENSES MARKETING 651 NM LEGISLATIVE CONFERENCE 49,153 SHRM CONFERENCES 13,926 NM STATE CONFERENCE 29,102 INSURANCE 789 GIFTS 613 WEBSITE 300 SUBSCRIPTIONS 1,144 MISCELLANEOUS 386 SUPPLIES 57 MEALS 1,019 TOTAL 97,140

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990-EZ, PART I, LINE 20	PRIOR PERIOD CHANGE IN UNRESTRICTED NET ASSETS 75

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990-EZ, PART III	TO PROMOTE THE MISSION OF THE SOCIETY FOR HUMAN RESOURCES MANAGEMENT (SHRM), TO SERVE THE NEEDS OF HUMAN RESOURCES PROFESSIONALS AND ADVANCE THE HUMAN RESOURCES PROFESSION. WE AIM TO CONNECT HUMAN RESOURCE PROFESSIONALS THROUGHOUT NEW MEXICO, TO PROVIDE SUPPORT TO AFFILIATE SHRM CHAPTERS IN OUR STATE, AND TO ACT AS A CONDUIT IN THE COMMUNICATION NETWORK BETWEEN NATIONAL SHRM AND LOCAL CHAPTERS. WE ARE VOLUNTEER LEADERS DEDICATED TO THE HUMAN RESOURCES PROFESSION.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990-EZ, PART III, LINE 28	EVENTS OF THE YEAR JANUARY LEADERSHIP CONFERENCE: EACH JANUARY, SHRM NM STATE COUNCIL HOLD S A LEADERSHIP CONFERENCE. THE PARTICIPANTS INCLUDE THE SHRM NM STATE COUNCIL BOARD OF DIR ECTORS AS WELL AS THE BOARDS FROM EACH OF THE 4 LOCAL SHRM CHAPTERS, LOCATED IN LAS CRUCES , ALBUQUERQUE, SANTA FE AND FARMINGTON. THE PURPOSE OF THIS EVENT IS THREEFOLD: "LEADERSHI P TRAINING WITH A GUEST SPEAKER WHO PROVIDES GUIDANCE TO ALL IN THEIR LEADERSHIP ROLES "TE AM BUILDING AND COLLABORATION AMONG THOSE HOLDING THE SAME OR SIMILAR POSITIONS ON THEIR D IFFERENT BOARDS SO THAT THEY DEVELOP A NETWORK WITHIN THEIR AREA OF RESPONSIBILITY. "DEVEL OPING A STRONGER CONNECTION BETWEEN THE SHRM NM STATE COUNCIL AND THE LOCAL SHRM CHAPTERS 2019 SHRM NM TRENDS/LEGAL UPDATE STATE CONFERENCE THE SHRM NM STATE CONFERENCE IS HELD EVE RY OTHER YEAR AND IN OFF YEARS, THE SHRM NM STATE COUNCIL HOSTS A LEGISLATIVE UPDATE. HOWE VER, IN 'APRIL 2019 THE NM STATE COUNCIL HOSTED A COMBINATION EMPLOYMENT TRENDS/LEGISLATIV E UPDATE CONFERENCE. THE EVENT SPANNED TWO DAYS AND IT PROVED TO BE AN UNFORGETTABLE ACTIO N-ORIENTED CONFERENCE TO PREPARE FOR THE FUTURE OF EMPLOYMENT AS WELL AS LEGISLATIVE ISSUE S WITHIN THE PROFESSION OF HUMAN RESOURCES, AND WITH AMAZING PRESENTATIONS, BOTH BY KEYNOT E SPEAKERS AND BY THOSE PRESENTING DURING CONCURRENT SESSIONS. THE ATTENDEES WERE PROVIDED WITH: "EDUCATION WITHIN THE FIELD "PRESENTATION OF NEW TRENDS AND CUTTING-EDGE IDEAS TO B ETTER PREPARE FOR EMPLOYMENT CHALLENGES IN THE FUTURE "LEGISLATIVE INFORMATION CRITICAL TO THE HR PROFESSIONAL THIS CONFERENCE WAS TRULY MEMORABLE FOR ALL WHO ATTENDED AS IT PROVID ED THE ATTENDEES WITH TOOLS AND TAKEAWAYS FOR THEIR OWN DUTIES. THE TURNOUT AND SUCCESS OF THE CONFERENCE ASSISTED IN THE STRENGTHENING OF A SOLID FINANCIAL STRONGHOLD FOR THE ORGA NIZATION. AND THE CONTENTS OF THE EVENT LEFT THE ATTENDEES ENTHUSIASTIC AND ENCOURAGED TO PUT MUCH OF WHAT THEY LEARNED INTO PRACTICE. 2019 REGIONAL MEETING EACH YEAR THE STATE DIR ECTOR AND DIRECTOR ELECT, AS WELL AS THE MEMBERSHIP DIRECTOR, MEETS WITH ALL OTHER INDIVID UALS IN THE SAME ROLE IN ALL 50 STATES ACROSS THE NATION AT A CENTRAL LOCATION FOR MEETING WITH THE NATIONAL SHRM OFFICERS TO LEARN MORE ABOUT THE NATIONAL SHRM INITIATIVES OF THE YEAR. IN 2019, THE DIRECTOR ELECT AND THE MEMBERSHIP DIRECTOR WENT TO THE CONFERENCE IN MI AMI WHERE THE INITIATIVES FOCUSED AROUND MEMBERSHIP. ONE OF THE INITIATIVES THAT THE SHRM NM STATE COUNCIL SHARED AT BOTH THE REGIONAL AS WELL AS THE ANNUAL SHRM CONFERENCE IN JUNE IN LAS VEGAS WAS THE FOCUS THAT THE ORGANIZATION HAS HAD ON HR PROFESSIONAL DEVELOPMENT I N INDIAN COUNTRY. 2019 VOLUNTEER LEADERSHIP SUMMIT SHRM NATIONAL HOSTS AN ANNUAL VOLUNTEER LEADERSHIP SUMMIT TO BRING TOGETHER THE VOLUNTEER LEADERS ON BOTH THE STATE AND LOCAL LEV ELS TO PROVIDE AN OPPORTUNITY TO MEET THE NATIONAL SHRM LEADERS AND HEAR THEIR GOALS AND O BJECTIVES FOR THE FOLLOWING YEAR AS WELL AS GIVING PARTICIPANTS THE OPPORTUNITY TO LEARN A ND SHARE IDEAS WITH THEIR COHO

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990-EZ, PART III, LINE 28	RTS ACROSS THE NATION ON RUNNING THEIR ORGANIZATIONS, IDEAS FOR AREAS LIKE LEADERSHIP DIRE CTION, MEMBERSHIP, CERTIFICATION, AND NETWORKING. THE HIGHLIGHT OF THIS SUMMIT IS THE OPPO RTUNITY TO VISIT CAPITAL HILL AND MEET WITH THE STATE LEGISLATURES ON ITEMS OF PRIORITY TO THE HUMAN RESOURCES PROFESSION. LED BY OUR CEO, JOHNNY TAYLOR, JR., SHRM HAS BEEN ASKED T O TESTIFY BEFORE CONGRESS ON SUCH BILLS AS THE FLEXIBLE WORKPLACE ACT, WHICH WAS RECEIVED VERY FAVORABLY. THIS YEAR THE SHRM NEW MEXICO STATE COUNCIL WAS AWARDED A PINNACLE AWARD - AN ACHIEVEMENT WORLDWIDE SHARED BY 11 OTHER SHRM ORGANIZATIONS FOR THE EFFORTS TO PROMOTE EDUCATION AND PROFESSIONAL DEVELOPMENT IN THE HR FIELD FOR THE NATIVE AMERICAN HR PROFESS IONALS IN BOTH NEW MEXICO AND SURROUNDING STATES AS WELL. 2019 QUARTERLY MEETINGS QUARTERL Y MEETINGS ARE TYPICALLY HELD IN JANUARY, APRIL, JULY/AUGUST, AND OCTOBER. THEY ARE USUALL Y HELD IN A CENTRAL LOCATION IN THE ALBUQUERQUE AREA. AND LIKE THE PREVIOUS YEAR IN 2018, WE HELD THE APRIL MEETING VIRTUALLY AND IT RESULTED IN A VERY PRODUCTIVE 3 HOURS WITH A TR EMENDOUS COST SAVINGS AS WELL. MEMBERSHIP EFFORTS IN AN EFFORT TO CONTINUE GAINING MEMBERS HIP IN 2019 FOR SHRM NEW MEXICO, BOTH ON A NATIONAL AND ON A LOCAL CHAPTER LEVEL, THE MEMB ERSHIP CO- DIRECTORS WORKED IN CONJUNCTION WITH THE 4 LOCAL SHRM CHAPTERS ACROSS NEW MEXIC O TO PROVIDE LEADERSHIP TO THE MEMBERSHIP DIRECTORS OF THE LOCAL CHAPTERS. ALSO, SEVERAL O F THE CHAPTERS RAN MEMBERSHIP CAMPAIGNS WHICH INCREASED THEIR MEMBERSHIPS DURING 2019. INI TIATIVES INTRODUCTION OF ANNUAL CONFERENCE IN 2019, SHRM NM STATE COUNCIL INTRODUCED THE C ONCEPT OF AN ANNUAL CONFERENCE, SOMETHING THAT WE HAD DISCUSSED BUT NEVER PUT INTO ACTION. WITH THE SUCCESS OF THE CONFERENCE, HOPEFULLY HOSTING AN ANNUAL EVENT WILL CONTINUE. DISR UPT HR A NEW CONCEPT WAS INITIATED FOR THE NATIONAL HR COMMUNITY AND IN 2019, SHRM NM HELD ITS FIRST DISRUPT HR EVENT. PATTERNED AFTER THE TEDTALKS FORMAT, A GROUP OF 6 SPEAKERS SP OKE TO THE ATTENDEES FOR A SHORT PERIOD OF TIME IN TANDEM WITH ACCOMPANYING POWERPOINT PRE SENTATION AND ABOUT DIFFERENT ASPECTS OF THE HR WHEEL - FOLLOWED BY INDIVIDUAL INTERACTION WITH THE ATTENDEES. THE COMBINATION OF SHARED INFORMATION WITHIN A SOCIAL SETTING MADE FO R A VERY EFFECTIVE COLLABORATIVE EVENT THAT WILL BE REPEATED IN 2020 AND BEYOND. LOOKING F ORWARD TO 2020 BEGINNING IN THE SUMMER OF 2019, THE SHRM NM STATE COUNCIL BEGAN PLANNING T HE 2020 SHRM NEW MEXICO STATE CONFERENCE. LEARNING FROM THE SUCCESSES AND CHALLENGES OF PA ST CONFERENCE, THE CONFERENCE PROMISES TO BE ANOTHER INNOVATIVE AND GROUNDBREAKING CONFERE NCE FOR THE SPRING OF 2020.