

**Kirsti Hunt, PHR - United Way of Buffalo & Erie County
BNHRA President**



Years in HR: 13

Years in BNHRA: 10

Are you a national SHRM Member? Yes

Why did you join BNHRA and what do you get out of your membership? I joined BNHRA shortly after moving to Buffalo at the recommendation of my supervisor. I originally joined to build my professional network get connected with the HR Community in Western New York. What I have now gained is more valuable than I could have imagined. My volunteer experience and passion for the mission of the organization has benefited me both professionally and personally. I continue to develop my leadership skills through my Board involvement and I have made some fabulous friends through BNHRA!

What is your favorite aspect of HR? My favorite aspect of HR is building relationships with people, understanding their needs, then matching their goals with those of our organization. Things that stand out as real positives during my time in HR: seeing someone I recruited progress to a higher level position within the organization, knowing that my advice made the difference in someone's career, mentoring professionals who went on to successful HR careers.

What keeps you up at night as an HR Professional? The ability to meet the talent needs of the future. As our organization changes and grows, it is critical that we have the right people, with the right skills, in the right seats. Recruiting top talent, developing future leaders, and retaining our top performers are a constant worry, especially in a non-profit. It is difficult to continue to offer a competitive salary and benefits package in order to keep our top employees.