



Central OR SHRM Board Meeting
Zoom
April 11, 2024



a. Welcome & announcements – Marielle

- i. Start time: 8:03, End time: 9:00 am
- ii. Attendees
 1. Present: Sarah, Marielle, Stephanie, Natasha, Ellyn, Kurt, Reggie, Don, Heather
 2. Absent: Michelle, Cindy, Courtney, Nicole, Matt

b. President's update- Marielle for Cindy

- i. Reminder to access VLRC portal quarterly. SHRM connect/chat. We'll discuss more next month since Cindy is not able to be here.
- ii. Budget item for DEI committee- Via Stefanie Siebold, presenter/speaker from our last DEI chapter meeting, we have access to a training tool for DEI committee. \$23 per person committee IDI inventory, total cost of \$230 for the year. Possibly open up to broader group, the board, etc. eventually. Power of the tool is assessing the organization. Heather recommends for entire board to complete.
 1. Asking board to approve this budget addition for each DEI committee member to go through the training.
 2. Kurt moved to approve, Ellyn seconded, board approved.
- iii. DEI Committee Strategic Planning session debrief:
 1. Challenges- attendance. Why do we consistently see under 30 attending?
 2. We did an engagement survey to all membership. Lack of engagement overall with members. 10% response- Stephanie, that really isn't terrible. Consider offering raffle entry for participation.
 3. Cindy- when she sends a reminder, offer a raffle entry? Vote to use \$50-100 gift card for raffle? Stephanie made a motion to approve \$100 that CAN be used for a survey incentive, Ellyn seconded. Board approved.
 4. DEI is a big committee- exciting to see 6 members attending. Very engaged group.
- iv. April 17, request to vote via email: Cost of securing a storage unit for CORSHRM materials. Request to approve \$76/month budget item to rent a storage unit. Natasha made the motion to approve, Heather seconded, board approved.

c. Treasurer's Report – Matt

- i. We had net income on our March event of about \$900 after accounting for all expenses. The total cost to produce the event was about \$1,030 and this is a reasonable benchmark for expenses going forward when producing membership programs at Open Space. [Details are here.](#)

- ii. We made our 2024 SHRM Foundation contribution of \$1,868 as planned.
- iii. We prepaid some of our 2024 event space deposits at Open Space.

d. Programming – Marielle Gallagher & Natasha Cagle

- i. April's chapter meeting- Nancy Mackey, from Open Gate Consulting. She is traveling from WA to speak about mental health. We have 2 sponsors- Best Care Treatment this month and 3 raffle prizes to give away.
- ii. May 15th is our Legal update with Kurt at Open Space, flyer coming out soon.
 - 1. Another legal seminar happening a week before and another same month; concerns about competition for the audience. Should we consider offering free registration? Concerns we don't have the attendance we would like, we used to not charge. We charged \$25 for legal update in the past and then the Economic Update with Damon recently. Board decided to move to \$0 cost for attending the event, we can ask for COSHRM donations at the door. Reggie will bring square reader to take at the door.
 - 2. Ask that there is cooperation and consideration for other community events. For example Bend Chamber in collaboration of other organizations.
 - 3. Our approach is unique. What is our goal? Should we collaborate to market our event across the community; expand our audience beyond HR?
 - 4. Don- invite a panel of other attorneys in the future? Would that make sense? Kurt- yes for focused topic.
 - 5. Our branding is related to HR, but we want to be clear that anyone can come and don't need to be in HR role. We should be marketing our events to anyone that has employment related concerns.
 - 6. BBK is sponsor- possibly UKG to come in person.
- iii. June 12th- member mixer.
 - 1. Kurt will do a hot topic presentation at the event.

e. Membership – Reggie Malanga & Nicole Ponder

- i. 24 registered for April meeting
- ii. Reminder to expiring members
- iii. Cindy is going to reach out directly to those expiring
- iv. 247 active members, 8 new members last 90 days
- v. Promotion of the May meeting; we will send to the At large list as well

f. DEI – Ellyn Waler

- i. Upcoming September programming- workshop for 2 hours. Art of civility. Stefanie Siebold will train along with someone with SHRM. They will provide co-presenter.
- ii. November- 2 day workshop with Bend Chamber. DEI JBA. We are offering \$5k towards the event.
- iii. Stephanie: Appreciation of the work that DEI and programming committees do on behalf of our members.

g. Foundation – Don Paumier

- i. Mixer- 50/50 raffle

h. Legislative Update – Kurt Barker

- i. Written update he emailed; was it helpful? He will cover in the legal update. Would everyone like comparison charts; is that helpful; a lot of work to create.

i. Technology Update – Michelle Hammond

- i. Revisit Eventbrite for registration? \$9.99 per event
- ii. Our website is challenging for registration- functionality to download calendar invite.
- iii. DO we wait on SHRM's update?
- iv. SHRM website is very clunky and takes a lot of time to add events
- v. LinkedIn page has 242 followers.