



Central OR SHRM Board Meeting Minutes
Zoom Meeting
January 12, 2023

a. Welcome & announcements – Cindy Bené

- i. Start time: 7:57 am, End time: 9 am
- ii. Attendees
 1. Present: Jody Saffert, Sarah Lindsey, Cindy Bené, Kurt Barker, Nicole Ponder, Don Paumier, Marielle Gallagher, Natasha Cagle, Heather McKendry, Carly Brooks, Reggie Malanga, Michelle Hammond. Guest: Miriam Lea
 2. Absent: Stephanie Trexler, Karen Burleigh
- iii. Guest and board introductions.
- iv. December Minutes review & approval motion made by _Don Paumier, second from Kurt. Board approved.
- v. Cindy updated the board on Treasurer search. There will be a meeting with Matt Ertle & Carly on Monday, 1/16 to discuss the role further.

b. Treasurer's Report - Carly Brooks

- i. Working on year end activities such as renewing business licenses, taxes.
- ii. Reviewed financials, some new items are Oregon state business fee, speaker fees, travel expenses and gifts.
- iii. Foundation funds from luncheon will be updated soon
- iv. Budget will be finalized in February; think about initiatives for your area such as blue-sky items to build into the budget. We have the funds to pursue some this year. Email to Cindy by end of January. She will create 2023 budget and we will review in our February board meeting.

c. Programming – Marielle Gallagher & Natasha Cagle

- i. January meeting is with Anthony Poponi on Culture, quiet quitting. Express is the sponsor
- ii. The programming committee is meeting in person, first Tue of each month at Stoller. Guests are invited. Please share your ideas for 2023.
- iii. Will have an employment law update later this year
- iv. Damon Runberg is scheduled for March
- v. We also need sponsors for future meetings, \$300 fee
- vi. We have a tentative speaker on PLO tentative for February, unless we plan a different speaker and subject
- vii. Our goal is to be booked a quarter ahead for programming
- viii. Discussed payment options for sponsors: There is a flyer that collects information and provides directions for payment. Square is an option as well as check. But square charges a significant amount, 5%. Group agreed that losing \$15 is ok to make payment easy for sponsors, but check is preferred. We need to build collecting their W9 into our process. Action item: Research other credit card payment systems that charge less than square.

- ix. Discussed whether we should have some of our chapter meetings in person. Let's discuss more in February. Marielle shared that the hybrid model doesn't work well. Cindy will send out a survey to membership; it's been a year since our last survey. Keep remote for now.

d. Membership – Reggie Malanga & Nicole Ponder

- i. Not much of an update this month. Reached out last month to members with expiring membership.
- ii. Unable to get into SHRM system but will get us an update soon. Some known technical issues on SHRM's side.
- iii. Team is working on creating membership goals for the committee this year

e. DEI – Jody Saffert

- i. Jody is reaching out to a group interested in joining the committee to schedule regular monthly meetings. Will work on goals and a plan for the year.

f. Foundation – Don Paumier

- i. The fundraiser at the luncheon was successful, \$1400 was raised for foundation.
- ii. 2023 goals- continue to create awareness of the foundation
- iii. We can offer SHRM certification scholarships this year
- iv. We will likely have another fundraising event mid-year

g. Legislative Update – Kurt Barker

- i. For planning the employment law update, Kurt shared that April to October is a good timeframe for his schedule. Don recommended we do that one in person.
- ii. Kurt reminded us that former severance and settlement agreement templates are likely unlawful; will need an update.

h. Technology Update – Michelle Hammond

- i. Michelle updated board member info and photos on our website.
- ii. She can add details on the DEI workshop in February to website and LinkedIn
- iii. We have 129 followers on LinkedIn. She will set up Nicole as an admin on LinkedIn, so she can see missing chapter members and invite them to follow.

i. President's Update – Cindy Bené

- i. Discussed the Better Workplace Challenge Cup and the opportunity for our chapter to participate. There are 9 seats remaining nationwide, and SHRM has given us a chance to be one of them.
 1. This initiative is for SHRM to encourage innovative, startup HR practices.
 2. A member of SHRM that submits innovative processes could win an award of \$1000, and invitation to the 2023 conference with costs covered.
 3. We would add to our website
 4. Participation allows us to have a wider audience with promotional opportunities.
 5. We would receive 2 recertification credits to attend events
 6. Our role would be to advertise and encourage our members to participate and submit for a prize.
 7. Cindy and Michelle would be most involved, programming committee to get info to chapter.

8. There is no cost and it will contribute to our submission to the Shape award for the year.
 9. Cindy made motion to approve, Don seconded. Approved by board
- ii. VLRC 2023 webinar, Cindy sent the link. Leadership webinars, help with practice area.
 - iii. Bookkeeper search update: waiting for info from one and waiting to hear back from 2 more. No quotes yet. Hoping to have one lined up before February; she will email info for approval if she can before our February meeting.
 - iv. 2022 shape award: Stephanie will provide an update to Cindy, who will finalize and submit. Deadline is 1/31. This is a SHRM affiliate program for excellence, recognizes achievement of initiative goals. There is a monetary award. Cindy shared the link to SHAPE details. DEI will be an initiative in our plan this year.