



**Central OR SHRM Board Meeting**  
**Zoom**  
**June 13, 2024**



**a. Welcome & announcements – Cindy**

- i. Start time: 8:00, End time: 9:00 am
- ii. Attendees
  1. Present: Sarah, Marielle, Stephanie, Natasha, Ellyn, Kurt, Reggie, Don, Heather, Matt, Nicole.
  2. Absent: None
- iii. March and May meeting Minutes: Approval motion made by Ellen second from Marielle. Board approved.

**b. President's update- Cindy**

- i. Pinnacle Awards submission- we spotlight an offering or event. WE decided DEI panel will be our topic.
- ii. No board meetings July and August

**c. Treasurer's Report – Matt**

- i. Budget review; we have a reduced income by \$8,000 projected for 2024.
  1. Platinum sponsor for \$3,000 didn't materialize
  2. Economic forum income came at half of projected
  3. Legislative update- we didn't bring in amount projected, change to free
  4. We would be bringing our reserves down to \$54,000 at end of the year
  5. Reviewed our expenses; Matt would like us to focus on how we can reduce our **expenses**.
    - a. Conference costs; ways to reduce?
    - b. SHRM membership reimbursement- \$1800 budgeted. Could we adjust down?
    - c. SHRM Foundation donation?
    - d. Matt will send us his slides and we will continue this discussion via email.
  6. We should also discuss options for more **revenue**. However, not likely to affect our 2024 finances:
    - a. We can pursue grants for funds in the future.
    - b. Securing more sponsors for our events.
    - c. We made a lot of \$ from hosting the NHRMA conference; Cindy informed us that we would not receive as much money as last time.
    - d. Increase membership by 10%- \$750 a year.
    - e. Marielle proposed we hold a strategic session; how does each board member assist.

**d. Programming – Marielle Gallagher & Natasha Cagle**

- i. Mixer debrief.
- ii. Q3 Programming and Sponsorship
- iii. Possible August Mixer with TPG. TPG has agreed to sponsor in partnership with Paylocity.

**e. Membership – Reggie Malanga & Nicole Ponder**

- i. No update

**f. Technology – Michelle Hammond**

- i. Website transition discussion: Let's discuss priorities for our new website
  - 1. SHRM hosted website is free; would be helpful to not have an added expense. When will planned upgrade be finalized?
  - 2. Most used area is registration for events, payment for events; that is cumbersome right now.
  - 3. Posting meeting minutes is difficult.
  - 4. Outside website cost is \$500.

**g. Certification – Courtney Patterson**

- i. The SHRM certification class will be held in conjunction with COCC again this fall. It starts 10/9 through 12/11 with instructor Erika McAlpine.
  - 1. Link to [register](#) will be sent soon via email and social media blast.

**h. DEI Elyn Waler**

- i. I would like to thank everyone on the Board who voted in May to approve the increase for IDI training to ensure all members from both the Programming and DEI committees could participate in this training.
- ii. We anticipate one new member joining the DEI Committee.
- iii. Regarding our collaboration with the Bend Chamber, a survey is being drafted to send to the community to identify the needs for the workshop. The 2 day workshop has been scheduled for 10/10/24 & 10/11/24 at the SHARC in Sunriver, OR.
- iv. Regarding the September DEI Program, SHRM is putting together a video on SHRM's Civility Initiative for Stefanie Siebold to incorporate into her presentation. The DEI & Programming Committees are combining effective September 1<sup>st</sup> – YEAH! J Leadership will be working on this over the Summer to ensure a smooth start of the combined committees when we meet again in September.
- v. There is a lot happening in our community involving DEI, including the defacing of the rainbow crosswalk on NW Riverside Blvd in Bend. To that end, Cindy is drafting a letter on behalf of the DEI committee to send to area news outlets on the importance of educating Central Oregon citizens and their responsibility in not pandering to hate.
- vi. Thank you for doing your part to advocate for DEIJBA (Diversity, Equity, Inclusion, Justice, Belonging and Accessibility) in your workplaces and our community. Each of us standing up for what is right can have an impact and make a difference.
- vii. Two other items to note:
  - 1. The alarming statistic noted in Stephanie Trexler's signature line: LGBTQ+ employees in the U.S. earn about 16% less than non-LGBTQ+

workers, and transgender workers earn 23% less than non-LGBTQ+ workers, according to Glassdoor data released May 31.

2. There was a vendor at the Central Oregon Autism Movement walk in May that was selling swag (shirts, sweatshirts, stickers, etc.) with the following quote that I wanted to share: "Be careful who you hate, it could be someone you love."

**i. Legislative – Kurt Barker**

- i. No update

**j. Foundation – Don Paumier**

- i. Foundation Update – Raised about \$400 in 50/50 raffle, \$200 for foundation