



## Central OR SHRM Board Meeting Minutes March 14, 2024



### a. Welcome & announcements – Cindy Bené

- i. Start time: 8:02 am, End time: 9:00 am
- ii. Attendees
  1. Present: Kurt, Cindy, Marielle, Ellyn, Nicole, Michelle, Courtney, Stephanie, Matt, Don, Natasha, Sarah
  2. Absent: Reggie, Heather
- iii. February Minutes – approval motion made by Cindy, second from Sarah. Board approved.

### b. President's Update – Cindy Bené

- i. Rebranding – SHRM is offering rebrand for chapters, it's optional. Would be named SHRM- Central Oregon. Logo would change- be SHRM then Central Oregon under it. Oregon state council will rebrand.
  1. Pros- we don't have to do our own graphic design and marketing. Only logo and name changes.
  2. We can still do our own flyers, etc.
  3. March 31<sup>st</sup> is deadline for a decision.
  4. Cindy made a motion to approve, Ellyn seconded. Approved; moving ahead with SHRM cobranding process.
- ii. SHRM Civility initiative. SHRM is promoting civility at work; the ask is for each of us to have conversations about civility in the . More ideas on the VLRC website. Our role is to share the resources with members.
  1. Cindy- this is being shared with our membership via email.
- iii. Mentorship program- Consideration of rollout by June.
  1. Would someone on the board be coordinating it? Cindy doesn't think so. Stephanie, Marielle, and Cindy to discuss more before implementing.
  2. Kurt- haven't we tried this a few times in the past and it hasn't been very successful. What will it take to be successful this time?
  3. Concerns that there is a lot of work involved. Stephanie- there may be resources from SHRM international.
  4. Michelle- Can we survey members about their interest? Marielle will include in upcoming survey.
  5. Opportunity Knocks has a new HR group that provides some mentoring opportunities.
  6. Our summer mixer would be great rollout venue.

- iv. Charging membership for chapter meetings; board and committee members can attend free. Board Officers voted to allow.
  - 1. How to register: Start registration as usual. When screen comes up, you can “x” out of there and we will receive the registration information but no funds.
  - 2. We will review our attendees and who has not paid; make sure this lines up with board and committee members.

**c. Treasurer’s Report – Matt**

- i. YTD Income and Expenses are in line with our budget and remain balanced through Feb.
- ii. We brought in UKG as a Flagship Sponsor at \$5,000 for the year. Nice work Marielle. They are also interested in sponsoring the food and beverage for our meetings.
- iii. 4 certification reimbursements paid. Is there a deadline for those to be submitted?
- iv. We are starting to see payments for the March Economic Forecast program and expect these to increase as we get closer to the event.
- v. Our March Expenses could be slightly higher compared to March monthly expenses in the past due to the fact that we will remit payment for our 2024 SHRM Foundation contribution this month (\$1800 from December mixer), and we might incur some of the entire 2024 venue costs to secure the space with deposits.
  - 1. We beat Oregon State SHRM’s foundation fundraising by \$100!

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

- i. Damon Runberg, Economic Update on March 20<sup>th</sup>
  - 1. We have 2 sponsors for the event; we have flagship and Mid Oregon always supports economic . Be sensitive on timing so those two orgs can present for a few minutes.
  - 2. Let people know we have scholarships available, if needed
- ii. Location is secured for Open Space Event Studio for remaining chapter meetings this year
  - 1. Parking is all around the building, then street parking
  - 2. Coffee and food provided
- iii. April in person, Nancy Mackey from Washington to present on Mental Health. How to address with employees when it comes up at work.
- iv. May- Kurt Employment Law Update for May 15<sup>th</sup>.
- v. Summer mixer is booked June 12<sup>th</sup> at Stoller. Space is free, will be closed to the public, Stoller donates 1 bottle of wine per bottle of wine we purchase.
- vi. September DEI meeting.
- vii. Sponsor recruitment tool- Marielle created a flyer, use it to solicit sponsors. We need for June and December mixers. Each board member

should reach out to organizations that may be interested. Any concerns about exclusivity (like payroll companies)? No exclusivity for now.

1. Sarah will reach out to John/TPG
2. Stephanie- Kate Thomas/Aflac

**e. Membership –Nicole and Reggie**

- i. 244 active members; 1 new so far in March
- ii. Reggie reaches out to each member who have expiring membership. Nicole reaches out to new members. Using the at-large list.

**f. DEI – Ellyn**

- i. 3 new members on the committee
- ii. Finalizing the planning for a 2 day workshop with Diana in October. Imperfectly inquired about a collaboration for an event in April; we declined. We are dedicating \$5,000 on the collaboration with Bend Chamber.
- iii. Strategic planning session coming up in April.
- iv. Thank you for your support in response to Heather’s email

**g. Education- Courtney**

- i. 5 students in the program have confirmed certification success! 4 with scholarships
- ii. 1 person that agreed to be included in membership spotlight
- iii. Students should have a year to get reimbursed for their fees; some end up changing their testing window.
- iv. Are spring online students eligible for scholarship? They are not.
- v. This coming winter; we are not sure about Tori as an instructor as she is still on sabbatical. Michelle Swift is an option, she is with OSU/Corvallis.
- vi. HRCI codes for recertification- this is our last month that we will be providing. Attendees can still use the information from our events to apply for recertification.
- vii. Cindy- Oregon State SHRM Certification chair; she shares different virtual PDC opportunities with members. Send Cindy any SHRM pre-approved opportunities.

**h. Foundation – Don Paumier**

- i. We raised a record amount of contributions from December mixer.
- ii. We plan to do fundraising in June; perhaps a 50/50 raffle at the event?
- iii. SHRM foundation is focusing in on the following
  1. ; widening the pathways to work (non traditional hiring with skills toolkit available to help HR navigate
  2. Strengthen HR field; support leaders of today and tomorrow. Scholarships for certification study.
  3. Tackling societal changes; like mental health in the workplace

**i. Legislative Update – Kurt Barker**

- i. OFLA updates from legislature; is anyone getting questions? Will include in May update.

**j. Technology Update – Michelle Hammond**

No Update