



**Central OR SHRM Board Meeting**  
**Zoom**  
**May 9, 2024**



**a. Welcome & announcements – Cindy**

- i. Start time: 8:04, End time: 8:43 am
- ii. Attendees
  1. Present: Cindy, Ellyn, Kurt, Matt, Courtney, Heather, Reggie, & Nicole
  2. Absent: Michelle, Marielle, Natasha, Sarah, Don, & Stephanie
- iii. April minutes, not approved because missing who made motion. Ellyn believes she may have seconded in April. Once we determine who made the motion, the minutes can go up for vote.
- iv. Provided board with the links for the VLRC and Campaign-in-a-Box, requested the board to review these great SHRM resources.  
<https://vlrc.shrm.org/s/article/Volunteer-Leader-Core-Leadership-Area-CLA-Webcast-Webinars-2024> and  
<https://socialpresskit.com/shrm-we-are-work>

**b. Treasurer's Report – Matt**

- i. Opened up to the board a discussion around whether we want to have a philosophy of ending the year at break-even, more money, or less money. Gave some examples on areas we could possibly reevaluate during the budget discussion in June (i.e. certification scholarships & conference travel costs, for example). Heather stated that she felt we could afford to end the year at a slight loss; Cindy said that she preferred to end the year at break-even or with more money and gave historical explanation; Kurt feels ending the year at a loss wouldn't be too bad because we are a nonprofit and suggested that we find out from SHRM what the financial expectation is for a chapter of our size. Cindy will follow-up on that and bring back to the board.

**c. Programming – Cindy (Marielle Gallagher & Natasha Cagle absent)**

- i. Kurt is presenting next week and UKG is sponsoring breakfast for the chapter meetings for the rest of the year.
- ii. Q2 & Q3 Programs include:
  - a. June 12<sup>th</sup> – mixer, still need sponsors, also need sponsors for December Member Appreciation mixer.
  - b. Possible August mixer with TPG. TPG has agreed to sponsor in partnership with Paylocity (potentially) and will provide a presentation on mental health.
  - c. September is the DEI program titled, "The Art of Civility within DEI" presented by Stefanie Siebold in conjunction with a video from SHRM. Sponsor is Opportunity Foundation.

- d. October is the ever popular Kurt Barker with his legal update and BBK sponsoring (Kurt thought BBK was sponsoring for May and not October, would like clarification from Marielle/Natasha).
- e. November is a virtual program on “Compensation Design” with Nancy Kasmar, still need a sponsor.
- i. iii. Programming Survey Results Update – We had 50 responses, which is approx. 20% of our membership and a great response rate compared to past response rates. What we learned:
  1. 70% of respondents say that our current program time is convenient for them and 36% said the time of day is a barrier for them.
  2. 48.1% say that lunch time between 11am-1pm would work best.
  3. 76% of respondents say that they prefer a virtual meeting option.
  4. 68% would like an in-person social networking event at least 2x/year.
  5. The vast majority of respondents at 98% would love to see a full day conference.

Based on the feedback, we will be trying the following in 2025:

Hold our regular programming virtually.

Since the vast majority of respondents said that the current time works for them, we want to test that result in order to pull those in who cannot make it at that time, therefore, we will be holding January & February at either 11am-noon or noon-1pm, and see if we have an increase in attendance. We understand that this approach may cause some confusion for March with regards to program timing, but we don’t want to make a solid commitment to that timeframe if it proves not conducive to attendance.

We will be holding 2 mixers in 2025 (i.e. June/July & December) as well as putting together a one day workshop/conference. This will require a lot of hands to make it work and both committees will be combined by then, so it should be very doable. We can get sponsors by reaching out to those who sponsor NHRMA and ORSHRM conferences as well as offer sponsorships to our 2024 sponsors.

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

- i. 5 new members
- ii. 244 members to date
- iii. 47 members expiring, Reggie reached out.
- iv. 14 members expired, Cindy reaching out.
- v. Nicole has coordinated with SHRM to send out an eblast to our at-large members on Friday, 5/10/24, to promote Kurt’s legal update.

**e. Technology – Cindy (Michelle absent)**

- i. Marielle, Michelle, & Cindy have been in discussions to transition our website to another hosting service due to the continued issues and lack of functionality with our current SHRM hosted website.
- ii. Michelle will research some potential providers and provide an update and recommendations at our next board meeting.

**f. Certification – Courtney Patterson**

- i. Ongoing discussions with COCC regarding the next class and whether it will be in-person or virtual as well as an additional Spring 2025 class option.
- ii. Reached out to 2023 class members, only about 50% have completed the test and certified, the other 50% are not responding. They lost access to their online portal at the end of March or beginning of April. Doesn't believe they'll take advantage of our scholarship opportunity.
- iii. Cindy sends out monthly recertification credit opportunities on behalf of ORSHRM and I send them to our certified members via a Gmail account. We have received positive feedback on these.

**g. DEI – Elyn Waler**

- i. There will be a meeting next week with the Bend Chamber, Coaching Peace, and some of our DEI Committee members to discuss next steps in preparation for the 2 day workshop being held on 10/10 & 10/11.
  - a. Kurt mentioned that we are not Bend Chamber members, but their advertising and reach would be beneficial. Cindy suggested including a budget item for Bend Chamber membership during our June budget discussions.
- ii. Recapped DEI Committee & Programming Committee collaboration and coming together to create one committee, will work on outlining onboarding, goals, and mission over the summer.
- iii. Recapped information for upcoming September DEI program.

**h. Legislative Update – Kurt Barker**

- i. Please email anything you would like covered next week. Will be covering the updated leave laws heavily. Can send slides to any board members unable to attend.
- ii. Will follow up with Marielle via email regarding technology questions for next week's program.

**i. Foundation – Cindy (Don absent)**

- i. Opportunity Youth – The SHRM Foundation is promoting a program called Opportunity Youth at Work in their quest to find talent beyond traditional talent pipelines. This population faces many barriers to employment and the SHRM Foundation has unveiled their new research report, From Social Good to Strategic Talent Advantage: The Business Case for Hiring Opportunity Youth. To learn more about Opportunity Youth and/or view the report link will be included in this month's board minutes. <https://www.shrm.org/foundation/opportunity-youth>

**Email Vote Following Board Meeting**

Cindy motioned to increase the IDI budget from \$230 to \$460 (i.e. \$23 x 20) to include the programming committee members since we are combining committees to ensure all members can participate in the training. Courtney seconded and majority voted to approve.