



**Central OR SHRM Board Meeting Minutes**  
**Zoom Meeting**  
**October 12, 2023**

- a. **Welcome & announcements – Stephanie**
  - i. Start time: 8 am, End time: 9 am
  - ii. Attendees
    - 1. Present: Stephanie, Cindy, Matt, Heather, Natasha, Reggie, Nicole, Kurt, Courtney, Ellyn, Don, Michelle (Quorum)
    - 2. Absent: Karen, Marielle
  - iii. September Meeting Minutes: approval motion made by Stephanie, second from Heather. Board approved.
  - iv. NHRMA conference update: Cindy talked to Sarah/Director of SHRM- Conference will be in Portland 2024, Alaska 2025.
  
- b. **Treasurer’s Report – Matt Ertle**
  - i. September: No revenues, some expenses related to travel. Two members attending conference in Washington D.C.
  - ii. Payments coming in for October meeting.
  - iii. Expenses coming in for certification materials, we get reimbursed from COCC.
  - iv. Oregon SHRM Fall conference committee- fundraiser for SHRM foundation. They have asked for \$150 for a Central Oregon themed gift basket, Don motioned, Kurt seconded. Approved.
  
- c. **Fall SHRM conference;** Board members that want to go we do have \$ leftover from conference budget. \$300 per person registration. Cindy motioned that we offer \$500 per person to attend, Heather seconded, approved. Ellyn is registered, Sarah and Don may be able to attend. **Interested parties email Cindy directly; if no one from the board can attend, she will open it up to chapter members.**
  
- d. **Membership – Reggie Malanga & Nicole Ponder**
  - i. 33 members expiring soon, they have received emails
  - ii. 248 active, 10 new members in the last 90 days
  
- e. **DEI – Ellyn Waler**
  - i. Bend Chamber, not a lot of follow up yet. Possible panel early next year. Stephanie has some great ideas.
  - ii. SHRM pinnacle award for DEI, we submitted for the award.
  - iii. November program update/Heather: Panelists have shifted, Sheila might not be able to attend. Misa Olsen.
    - 1. Ellen, Steph, Tina at registration table
    - 2. **We need help promoting the event**
    - 3. We received an award of \$1000 to go towards DEI programming. Cindy is recommending we provide gift cards to the panelists. \$150 per panelists.

- a. Matt recommended we look at consistency for speakers. Other events we offer \$25.
- b. Cindy suggested we offer more since DEI speakers are marginalized and do not get recognition.
- c. Special circumstances warrant more money.
- d. Matt recommended we pay more for all speakers. Heather motioned to approve \$150, seconded by multiple members. Kurt motioned to exclude board member speakers.
- e. Stephanie: we have \$1400 budgeted for the year for programming. We have only spent \$400- we have an opportunity to support speaker \$. Reminds us that BendChamber pays all their speakers; some can donate funds if they don't want to keep.

**f. Certification: Courtney**

- i. 10 registered for COCC course, started this week.
- ii. Creating an SOP for the process to follow next year.
- iii. We may be paying out funds for students when they pass. \$300 per, \$3000 total budget.

**g. Foundation – Don Paumier**

- i. 50\50 raffle \$200 collected at summer mixer
- ii. Big fundraiser at Holiday luncheon as 2022, we cleared about \$1300 last year.
- iii. **Start asking for donations for December**

**h. Legislative Update – Kurt Barker**

- i. Nicole shared a legal development with Kurt to be sure it's covered next week. If anyone has anything else for him, email him
- ii. Stephanie- we have an email list of attendees. **Should we email them to send questions in advance? Kurt agreed yes. Cindy will send from Central Oregon SHRM email account. Topics you'd like addressed, or questions to ask.**
- iii. Kurt recommends he discusses more advanced Paid Leave Oregon details; the basics have been well covered.
- iv. Ellyn recommends he shares some potential scenarios.
- v. COEC is doing a follow up with BOLI in November

**i. Technology Update – Michelle Hammond**

- i. 200 LI followers
- ii. 76 attendees for next week's meeting. **Natasha will determine total max for seated attendees, when final numbers are needed for catering.**

**j. Programming –Natasha Cagle**

- i. October's meeting: Natasha, Marielle, Matt- only 15 minutes for check in. Nicole and Matt will both have square readers. 2 people registering. We do have 2 square devices.
- ii. Speaker and sponsor for January
- iii. **We need speaker for February**
- iv. March- speaker and sponsor

- v. April- Speaker, **looking for sponsor**
- vi. December luncheon- venue updates. The Haven is our top location; finalizing the costs and reservation. **We would like to line up a sponsor to help with cost; contact Natasha or Marielle.**

**k. President's Update – Cindy Bené**

- i. Matt and Cindy are recommending \$12,000 for programming budget next year. \$1000 per month.
  - 1. Table for discussion in November meeting
- ii. VLBM- Cindy, Nicole and Stephanie are attending. Stephanie for Oregon SHRM.