



**Central OR SHRM Board Meeting Minutes**  
**Zoom Meeting**  
**December 14, 2023**

**a. Welcome & announcements – Cindy Bené**

- i. Start time: 8:00 am, End time: 8:58
- ii. Attendees
  1. Present: Cindy, Ellyn, Natasha, Matt, Courtney, Michelle, Stephanie, Heather, Kurt, Marielle, Don, Reggie, and Sarah
  2. Absent: Nicole
- iii. November Minutes - Approval motion made by Ellyn, second from Stephanie. Board approved.

**b. President– Cindy Bené**

- i. Review draft of bylaws; highlight is the update to term limits. Cindy motioned to approve, Ellyn seconded. Board approved.
- ii. Each officer please review their SOP's and send any edits or questions to Cindy. These will go live January 1st.

**c. Treasurer's Report – Matt**

- i. Monthly Income and Expenses are on target with our budget in general.
- ii. YTD Income and Expenses are also on target with our budget in general.
- iii. In November we remitted payment for our 2023 SHRM Foundation Donation of \$1,103. Estimate is that we need to raise \$1,000 at our Annual Membership Appreciation event to cover our costs for this donation.
- iv. Year End Expense Reports are DUE NOW - Notify the Treasurer and President immediately if you plan to submit an expense report.
- v. \$10,000 on the balance sheet shown- intended to show the opportunity to create a reserve per recommendations and earn interest. Low risk investment environment. Don recommended we look at Mid Oregon Credit Union for investing; Matt shared that we are looking at them as well as our bank. Motioned to move forward with investment, Don seconded. Stephanie asked what other requirements there are for opening an account with Mid Oregon Credit Union; rates are better at MOCU.
- vi. Bank Account access:
  1. Matt made a motion to remove Stephanie Trexler from our bank account; Don seconded. Approved.
  2. Motion to add Marielle Gallagher to our bank account, seconded by Cindy. Approved.
  3. Motion to provide a debit card to all other account access holders: Cindy and Marielle. Seconded by Heather.

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

- i. January- Xenium presenting. Serenity lane as sponsor, need to honor \$300 fee quoted in 2023. This will be virtual.

- ii. June- mixer on the 19<sup>th</sup>
- iii. July and August- no programming for summer break
- iv. Legislative update events- May 15<sup>th</sup> and October 16<sup>th</sup>
- v. December 2023 mixer update – venue was fantastic. We received a lot of last-minute registrations; 50 with 35 attending. Great giveaways from the sponsor- UKG. Other sponsor- Marsh McLennan sponsor as well.
  - 1. Matt tentatively booked the Haven for 2024
  - 2. Marielle, can we use same space for summer mixer?

**e. Membership – Reggie**

- i. 12 new members in the last 90 days. 246 current members. 46 members expiring soon; email has gone out. 10 that expired.  
Cindy- Our chapter and Rogue Valley were the two SHRM chapters recognized. 10% year over year growth

**f. DEI – Ellyn**

- i. Working on collaboration with area organizations on training or another panel in 2024.
- ii. Stephanie attended SHRM's inclusion conference in Georgia; came back with great resources. An application that provides more inclusive language.
- iii. Cindy and Nicole attended VLBM conference.
- iv. November program debrief: Transportation is one of the largest barriers, which is also connected to one of the largest contributors to employee terminations which is attendance. Is there something we can do to alleviate this concern in our area?

**g. Education- Courtney**

- i. Tori was at the mixer last night; the certification class also concluded last night. Attendees were asked to update Courtney regarding certification attainment. Tori will be out of the country on sabbatical for a few months.

**h. Foundation – Don Paumier**

- i. Record funds raised last night- \$2500. Don will be sending out thank you notes to all the donors.

**i. Legislative Update – Kurt Barker**

No report

**j. Technology Update – Michelle Hammond**

- i. No report