



Central OR SHRM Board Meeting Minutes
February 8, 2024
Zoom Meeting



a. Welcome & announcements – Cindy Bené

- i. Start time: 8:00 am, End time: 9:00 am
- ii. Attendees
 1. Present: Cindy, Ellyn, Matt, Heather, Kurt, Marielle, Natasha, Michelle, Reggie, Don, Nicole, and Sarah
 2. Absent: Stephanie and Courtney
- iii. Marielle moved to approve the January meeting minutes, Reggie seconded- minutes approved.

b. Treasurer's Report – Matt Ertle

- i. Paid out scholarships for members who passed their SHRM certification tests; paid 2 in January
- ii. 2024 budget review:
 1. Some slight changes since December's meeting. Only recurring income is the top line of SHRM membership credits. We get \$30 per year per member per year, broken out by quarter.
 2. Other income credits have to be raised, like sponsorships.
 3. \$7005 per year is what we can count on each year for revenue
 4. \$46,000 income in budget requires us to raise \$39,000 as a board. Raise, be granted or be reimbursed.
 5. Matt will send budget via email for a vote.
 6. Reminder that there is a \$10,000 in reserves to invest. We will create an investment policy; Matt and Cindy are reviewing now.
- iii. Sponsors for 2024:
 1. We are fairly sure we have not raised our sponsorship costs in over a decade.
 2. Marielle- Working on getting collateral so that we can all sell sponsorship opportunities
 3. UKG- they want to be top tier sponsor for \$5000 this year
 4. BBK is providing \$500 sponsor fee for the upcoming legal update
 5. Mid Oregon was slated for \$400 a month, however Wayne is retiring in May
 6. Providence Health may sign on as a sponsor- Marielle is meeting with them
 7. Opportunity Foundation is our sponsor for September

iv. Grant Opportunities

1. Our SHRM, field service rep Katie is no longer employed by SHRM after a restructure.
2. Cindy is pursuing grant opportunities; Katie had shared some opportunities with her
3. Cindy asked for scholarship funds for board members to cover their membership costs; 50% (\$122 a year). For board members whose employers don't pay for their membership or are unemployed.

c. DEI – Ellyn Waler

- i. Several new members have joined the committee. Attended meeting with Bend Chamber, Coaching Peace. Will meet with programming committee in March for strategic planning of the upcoming DEI event. Reminder that Central Oregon's Winter pride fest is coming up in March.
- ii. DEI movement as a whole is experiencing some challenges; it's our responsibility to continue to fight for DEI progress.
 1. Matt- what is our role as a chapter in supporting DEI? Based on EEOC. SHRM national does; we follow their lead. IE & D is what SHRM is calling it. Inclusion.
- iii. Heather provided an idea- sharing first accounts of lived experience.

d. Programming – Marielle Gallagher & Natasha Cagle

- i. Our next SHRM chapter meeting is virtual : Attitude, Brett Larsen, will give tools and create breakouts virtually. Let's assess him as a future speaker since he is new to SHRM. We still need a sponsor for February!
- ii. March Chapter meeting- Damon Runberg, in person.
- iii. Need for regular chapter meeting space:
 1. Looking at Open Space for our meetings for remainder of the year. Costs elsewhere are very high- hotels have a minimum of \$3000.
 2. Ellyn- Opportunity Foundation has room available for our meetings, but in Redmond. Would be free. Concerns about drive time, given attendance. Ellyn invited us to come by for snacks and a tour.
 3. Early morning meetings are difficult for parents to make, as they are taking children to school. How about some mid-day meetings to try? 2025?
 4. Keep in mind that 30% of our members live outside of Bend.
 5. Marielle and Natasha will have further discussion with Cindy and programming committee
 6. We do have one month for 2024 that is open to try something different- April. Nancy- discussion of mental health in the

workplace. Elyn can hold that space open if we might try to have the meeting in Redmond.

e. Membership –Reggie

- i. We have 241 active members, 9 new members in last 90 days. 16 expired, 41 expiring soon.
- ii. Cindy- Some SHRM tech glitches may be affecting membership numbers.

f. Certification- Courtney Patterson

- i. To date we have 3 confirmed passes for the SHRM certification. There are a total of 11 students that are prepared to take the test.
- ii. We have issued our first 2 scholarships.
- iii. No one has shown interest in being featured in the certification spotlight on our website.
- iv. PHRMA has offered to do a SHRM virtual certification study group including our members. Deadline passed on 1/30/24.
- v. COCC is on board to hold another class in the Fall. Courtney reached out to Tori, to see if she will be back from her sabbatical to teach. If not, will reach out to other potential instructors.

g. Foundation – Don Paumier

- i. Follow up with DEI subject; hiring non-traditional employees. Perhaps SHRM could assist in planning a job fair for DEI candidates, coordinating with COCC. Groups operating in a silo to serve their own groups, but much in common.
 - 1. Matt is interested in sponsoring a forum to bring those groups together; meeting with sheriff's dept for incarcerated folks. Would SHRM do or should he do on his own?
 - 2. Come up with marketing collateral for business community to promote.

h. Legislative Update – Kurt Barker

- i. Confirming May legal update this year

i. Technology Update – Michelle Hammond

- i. Michelle is doing a website update soon if anyone has anything to edit, add, etc.
- ii. Scholarship information on website has been added.
- iii. Donate button works now; talk to Don and Marielle about how that page should look.
- iv. Does she have control over navigation of our page? Want sponsorship to be more prominent- under MORE and says partners.
- v. Ditch members only tab- and have it about sponsorship
 - 1. Cindy will look into whether this is possible before approving and moving ahead with change.
- vi. Will add new sponsor logos.

- vii. National SHRM is rebuilding their website; we would like our large sponsor to be splashed all over. We can only customize the middle column.

j. President's Report- Cindy Bené

- i. Certification updates- We have 6 confirmed passes, 4 scholarships. 1 person pending.
- ii. SHRM employment law conference- still time to register!
- iii. 2024 initiatives/goals:
 - 1. DEI partnership collaboration- already referenced above.
 - 2. Mentorship program – all members review and provide input, will discuss next month.
 - 3. 12% membership increase, 80% retention
 - 4. Volunteer Leader development- recommend we all obtain certification, it's free to go through the development program. We will elevate our knowledge and receive SHRM credits as well. All board members should have these certifications.
 - a. <https://www.veteransatwork.org/>
 - b. <https://www.gettingtalentbacktowork.org/>
 - c. <https://employingabilities.org/>
 - d. <https://www.shrm.org/advocacy/a-team>
 - 5. SHRM advocacy A-team, membership is free. Allows updates on legislative issues, what is important to SHRM. See link above.
 - 6. The 2024 budget was approved via email vote; Cindy motioned to approve on February 26th. Natasha seconded the motion. 8 board members approved and 6 abstained.