



Central OR SHRM Board Meeting Minutes
Zoom Meeting
January 11, 2024

a. Welcome & announcements – Cindy Bené

- i. Start time: 8:00 am, End time: 8:52
- ii. Attendees
 1. Present: Cindy, Ellyn, Matt, Stephanie, Heather, Kurt, Marielle, Courtney, Natasha, and Sarah
 2. Absent: Michelle, Reggie, Don, and Nicole
- iii. December minutes were approved via email

b. Treasurer's Report – Matt Ertle

- i. Finished the year on budget, with net cash higher than we started. Raised \$2500 during silent auction, and we are determining how much to remit to SHRM foundation. Will likely exceed past donations.

c. DEI – Ellyn Waler

- i. May move DEI programming to September this year, from November.
- ii. Collaborating with Bend Chamber, Talena Barker from the Bend Chamber introduced committee to Diana S. Cutaia Founder Coaching Peace Consulting. After intro meeting, Talena is scheduled for follow up with Diana.

d. Programming – Marielle Gallagher & Natasha Cagle

- i. Meeting location is now at Express office, same time and place
- ii. Added new committee members; Patti Ribb and Carrie/Bend La Pine Schools are joining current members, Miriam and Emma.
- iii. We just learned we cannot hold 2024 meetings at OSU Cascades, so we are shifting gears. We will try COCC for January and evaluate if it meets our needs.
What happens if COCC closes due to snow; how do we notify attendees?
- iv. Speaker from Xenium, coming over from valley for January seminar.
- v. We goal is to fully schedule out 2024 now
 1. Schedule so far for 2024:
 - February- will be virtual
 - March- Damon Runberg
 - April- a bigger name speaker, in depth, speaker?
 - May- Kurt/legislative update
 - June 19th- mixer, ideally at Haven
 - July/August- off
 - September- DEI
 - October- Kurt

- November- virtual?
 - December- mixer
 - Might have one on compensation models
- vi. Having the calendar finalized assists us with capturing sponsors ahead of time. Look for an approval request soon.
 - vii. We are working on how to boost attendance at events; **we need everyone's help in getting the news out there.**
 - viii. Bend Chamber collaboration- DEI event. How to best coordinate our efforts to ensure we don't compete.

e. Membership – Cindy for Reggie

- i. 242 members, ended at 248 members. Looking into how we lost some members.
- ii. We have a goal to increase 15% this year. Last year we had had a 10% increase from previous year. Some discussion regarding tactics:
 1. Marielle, is it possible to reach out to the at-large members that are located here. Direct contact to inquire why they are not attending? Is our content adding value? Should we send out a robust survey about programming, virtual vs in person?
 2. Bring in people from outside of Bend, especially Prineville, etc.
 3. Hybrid virtual and in person was difficult to manage
 4. **The programming committee will review the membership list for at-large SHRM members and reach out inquiring about joining our chapter.**
 5. Should we also send out a survey to our chapter members about subjects, events they are interested in?
- iii. Heather- Ashley Smith from Imperfectly- wondered if we sponsor other events in the community?

f. Certification- Courtney Patterson

- i. She is now creating the PDC credits with SHRM. We will not be pursuing HRCI credits any further, but HRCI Certified members can always utilize our events for credits.
- ii. One member from our Fall 2023 class has passed the SHRM certification test so far!
- iii. Certification spotlight—should we recognize those that attain their certification?
- iv. We are partnering with Portland SHRM to provide a certification study opportunity in the Spring for our members. More information to be provided.

g. Foundation – Don Paumier

No update

h. Legislative Update – Kurt Barker

No update

i. Technology Update – Michelle Hammond

No update

j. President's Report- Cindy Bené

- i. SHRM has updated their website. VLRC has a direct link; copy from agenda and bookmark.
- ii. SHRM conference Oregon- by Stoel Rives.
- iii. **BWCC- Urge board members to attend the Q&A on January 25th at 9 am. Our chapter is a sponsor.**
- iv. SHAPE awards (SHRM Affiliate Program for Excellence) – Cindy is working on our submittal, with Marielle. Submissions are due to SHRM by 1/31. SHAPE Report is required of all chapters to remain in "good standing," and must be completed to qualify for an Excel Award and later, a Pinnacle Award.