



HRACO Board Meeting Minutes

Thursday, December 10, 2020

HRACO Board Meeting Minutes and Attendees - 8:00 am 12/10/2020 – Zoom Conference		
President	Karen Turner	Present
	<i>Express Employment Professionals</i>	
Past-President	Jennifer Clemens	Present
	<i>Deschutes County</i>	
President Elect / Secretary	Stephanie Trexler	Present
	<i>COPA</i>	
Treasurer	Shannon Campbell	Present
	<i>Partners in Care</i>	
Legislative Chair	Kurt Barker	Absent
	<i>Karnopp Petersen</i>	
Program Chair	Don Paumier	Present
	<i>Paumier Strategic Solutions</i>	
Certification Chair	Cindy Bene	Present
	<i>Regency Pacific Management, LLC</i>	
Website/Social Media Communications Chair	Patti Ribb	Present
	<i>Black Butte Ranch</i>	
Membership Co Chair	Karen Burleigh	Absent
	<i>Tech Soft 3D</i>	
Membership Co Chair	Jennifer Bax	Absent
	<i>Partners in Care</i>	
Member At Large	Kat Gardner	Present
	<i>BBSI</i>	
Member At Large	James Gricius	Absent
	<i>ThinkHR/MammothHR</i>	
Guests in attendance: Shannon Williams Michelle Hammond Tori Howes		

Start Time: 8:00 am End Time: 8:55am

Welcome & Announcements

November 2020 Budget YTD – Motion to approve by Cindy Bene, second by Don Paumier and approved by the board.

November 2020 Meeting Minutes – Motion to approve by Cindy Bene, second by Kat Gardner and approved by the board.

Member Appreciation – \$20 EGift Cards to members attending December meeting who register by 12pm on 12/14
 Motion to approve by Cindy Bene, second by Kat Gardner and approved by the board.

Committee/Officer Reports:

- 1. Treasurer Report – Shannon Campbell**
 - a. YTD Budget to be forwarded via email
- 2. Website/Social Media – Patti Ribb**
 - a. Zoom membership for HRACO
 - i. Request board vote by email
 - b. Challenges with membership logging in
 - i. Review of design and setup of Membership Login
 - ii. Call out on monthly meeting flyer to membership
 - iii. Commitment to post upcoming meetings with minimum of 2-3 weeks in advance
 1. Timing allows time to post
 2. Increase social media posts
 - c. Board Profile – pictures due to Patti for posting by 1/1/2021
- 3. Programs – Don Paumier**
 - a. HR Professional of the Year deadline to vote extended until 12/11, recipient announced at Membership Appreciation Meeting in December
 - b. December Presenter – Saving Grace presentation on Domestic Violence Effects on the Workplace: What to do and how to help
 - c. December Sponsor – Paylocity
 - d. January Presenter – Programming Committee reviewing options for paid speaker
 - e. 2020 Year in Review – Karen Turner, to include recognition for HR Professional of the Year
 - i. Deschutes Brewery gift & Plaque to be sent following
 - f. Egift Cards for meal delivery to registrants
 - i. Cindy Bene – Coordinating on 12/14 with Patti Ribb on registrants and payment with Shannon Campbell
 - ii. Cindy Bene to email registered members Egift card by eod 12/14
 - g. February – SCHS Finance for HR w/ CFO
 - h. March – Damon Runberg economic report
- 4. Legislative Update – Kurt Barker**
 - a. Request to have Kurt update By Laws
 - i. Additional Board Headcount and extension of Board Membership
- 5. Foundation – Kat Gardner**
 - a. Matching funds request sent to NHRMA for \$100 matching in follow up to November's \$1,100 donation
- 6. Membership – Karen Burleigh & Jennifer Bax**
 - a. Fall Membership Challenge submissions made to SHRM, looking forward to notification from SHRM in early 2021 on \$\$ earned from campaign
- 7. Certification – Cindy Bene & Tori Howes**
 - a. Virtual certification class @ COCC
 - i. Class goes through January 14
 - ii. Most participants registered to test January/February
 - b. Last year we posted the Certification Spotlights, do we have a way to continue this
- 8. President & President Elect Update – Karen Turner & Stephanie Trexler**
 - a. Volunteer Leader Business Meeting recordings are available on the VLRC
 - b. SHAPE Report in process
 - c. 2021 Board
 - i. Prepare board transition – key responsibilities, dates, contacts. Schedule transition meeting
 1. Board members not returning: Jennifer Bax, Shannon Campbell, James Gricius, Jennifer Clemens and Kat Gardner
 2. Tori Howes (OSU Cascades), Shannon Williams (City of Bend), Marielle Gallagher (Suterra), Michelle Hammond (Humm)
 3. Survey Monkey for chapter to vote on 2021 board slate – Kat Gardner