



HRACO Board Meeting Minutes

Thursday, January 14, 2021

HRACO Board Meeting Minutes and Attendees - 8:00 am 12/10/2020 – Zoom Conference		
President	Stephanie Trexler <i>COPA</i>	Present
Past-President/Membership Co-Chair	Karen Turner <i>Express Employment Professionals</i>	Present
President Elect / Secretary	Cindy Bené <i>Regency Pacific Management, LLC</i>	Present
Treasurer	Shannon Campbell/Shannon Williams <i>Partners in Care/City of Bend</i>	Present
Legislative Chair	Kurt Barker <i>Karnopp Petersen</i>	Present
Program Co-Chair	Don Paumier <i>Paumier Strategic Solutions</i>	Present
Program Co-Chair	Marielle Gallagher <i>Suterra</i>	Present
Certification Chair	Tori Howes <i>OSU Cascades</i>	Present
Website/Social Media Communications Chair	Patti Ribb <i>Black Butte Ranch</i>	Present
Membership Co Chair	Karen Burleigh <i>Tech Soft 3D</i>	Present
Member-At-Large	Michelle Hammond <i>Humm Kombucha</i>	Absent
Guests in attendance: None		

Start Time: 8:05 am End Time: 9:09 am

Welcome & Announcements & Introductions

December 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 Karen Turner, second by Karen Burleigh and approved by the board.

Wayne Hanson SHRM Membership – HRACO to pay for Wayne Hanson’s 2021 SHRM membership. Motion to approve by Karen Turner, second by Don Paumier and approved by the board.

Committee/Officer Reports:

1. Treasurer Report – Shannon Campbell/Shannon Williams

- a. YTD Budget & financial summary emailed to board
- b. 2020 Summary: Expenditures \$17,283; Income \$11,658; Difference \$-5,600; Account balance \$72,921

2. Website/Social Media – Patti Ribb

- a. Zoom membership for HRACO completed and the cost was \$119/yr. after discount.
- b. Kurt recommended a tech investment budget and research on other virtual webinar platforms. A lively discussion ensued.
 - i. Patti will look into the capabilities of the current Zoom subscription as well as alternatives for webinar platforms and report back at our February board meeting.
 - ii. Don to ask Nancy Conway about SHRM discounts for webinar platforms.
- c. Board Profile – pictures due to Patti for posting ASAP.

3. Programs – Don Paumier

- a. 1st quarter 2021 presentations set as follows:
 - i. January Presenter – Michael Wood with OR-OSHA presentation on Complying with OR-OSHA’s COVID-19 Requirements & Deadlines. Bend Chamber is the sponsor. Don to send flyer.
 - ii. February Presenter – Jennifer Welander & Rebecca Barry with SCHS are presenting on Finance for HR w/CFO. Sponsor to be determined.
 - iii. March Presenter – Damon Runberg – Economic Update. Mid-Oregon Credit Union is sponsor.
- b. Board discussion on programming committee to provide information to Patti for the website in a timely fashion. A request was made for the Programming committee to provide the title, speaker, and sponsor information to Patti for posting by Thursday or Friday following the previous month’s webinar. Don will discuss with the programming committee.

4. Legislative Update – Kurt Barker

- a. Email history of by-laws to board explaining compliance.
 - i. Additional Board Headcount and extension of Board Membership
 - ii. Checking to see how a name change will impact the timing of a change in bylaws.
- b. Mid-year legislative update suggested for April; Don to discuss w/programming committee.

5. Foundation

- a. N/A

6. Membership – Karen Burleigh & Karen Turner

- a. Karen B. requested an increase in marketing budget from the current \$1,500.
- b. Discussion on rebranding efforts and possible name change to SHRM Central Oregon or Central Oregon SHRM.

7. Certification – Cindy Bene & Tori Howes

- a. Current class completes today, 1/14/21.
- b. Tori will give an update at February board meeting.

8. President & President Elect Update – Stephanie Trexler & Cindy Bené

- a. Each chair needs to think about their budget wish lists for their specific area to discuss at next board meeting.
- b. Board to discuss SHRM membership scholarships & conference scholarships at next board meeting.
- c. Reserve discussion at next board meeting.
- d. Karen submitted 2020 SHAPE report.
- e. Karen & Stephanie working on EXCEL award.
- f. New board members to provide Gmail account to Patti for access to our Google Drive.