



HRACO Board Meeting Minutes

Thursday, March 11, 2021

HRACO Board Meeting Minutes and Attendees - 8:00 am 3/11/2021 – Zoom Conference		
President	Stephanie Trexler	Present
	<i>COPA</i>	
Past-President/Membership Co-Chair	Karen Turner	Absent
	<i>Express Employment Professionals</i>	
President Elect / Secretary	Cindy Bené	Present
	<i>Regency Pacific Management, LLC</i>	
Treasurer	Shannon Williams	Present
	<i>City of Bend</i>	
Legislative Chair	Kurt Barker	Absent
	<i>Karnopp Petersen</i>	
Program Co-Chair	Don Paumier	Present
	<i>Paumier Strategic Solutions</i>	
Program Co-Chair	Marielle Gallagher	Present
	<i>Suterra</i>	
Certification Chair	Tori Howes	Present
	<i>OSU Cascades</i>	
Website/Social Media Communications Chair	Patti Ribb	Present
	<i>Black Butte Ranch</i>	
Membership Co Chair	Karen Burleigh	Present
	<i>Tech Soft 3D</i>	
Member-At-Large	Michelle Hammond	Present
	<i>Humm Kombucha</i>	
Guests in attendance: None		

Start Time: 8:04 am End Time: 9:10 am

Welcome & Announcements

February 2021 Meeting Minutes – Motion to approve by Karen Burleigh, second by Don Paumier and approved by the board.

Treasurer’s Report – Motion to approve by Tori Howes, second by Don Paumier and approved by the board.

2021 Budget - Motion to approve by Cindy Bené, second by Don Paumier and approved by the board.

Committee/Officer Reports:

1. Treasurer Report –Shannon Williams

- a. February 2021 financial report reviewed and approved.
- b. 2021 Budget reviewed & approved
 - i. Video hybrid bids on cost to build into budget.

2. Website/Social Media – Patti Ribb

- a. Move to SHRM affiliate website discussion
 - i. Logo & color are only distinctions
 - ii. Easily transferrable vs. WIX which needs a lot of training
 - iii. Review of what the SHRM affiliate website can and can't do
 - iv. Karen Burleigh & Michelle Hammond proposed using Slack or a Slack alternative as an interactive engagement tool
 - v. Savings estimate of \$600 year
 - vi. Timing discussion (before or after dual membership live date and/or with new branding roll out)
 - vii. Discussion tabled until April board meeting

3. Programs – Don Paumier

- a. 2nd quarter 2021 update:
 - i. March Presenter – Damon Runberg – Economic Update. Mid-Oregon Credit Union is sponsor
 - ii. April Presenter – Kurt Barker – Mid-Year Legal Update; Xenia HR is sponsor
 - iii. May Presenter – SHRM speaker – TBD; Sponsor TBD
- b. 3rd quarter 2021 update:
 - i. 3rd quarter 2021 update:
 - ii. June Presenter – Panel discussion on hot HR topics, led by HR answers and/or another firm.
 - iii. July/August – Social mixers
- c. Barb Farewell Mixer will be held on Tuesday, 4/6/21 @ 5:00 p.m. at the Deschutes Brewery Mountain Room. The board is also welcome to attend the planning committee meeting that day at 3:30 p.m.

4. Legislative Update – Kurt Barker

- a. N/A

5. Foundation

- a. N/A

6. Membership – Karen Burleigh & Karen Turner

- a. N/A

7. Certification –Tori Howes

- a. N/A

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

- a. OR-SHRM has a task force for Diversity, Equity & Inclusion
- b. Board should think about what additional support is needed for 2021 & going forward