



HRACO Board Meeting Minutes

Thursday, November 12, 2020

HRACO Board Meeting Minutes and Attendees - 8:00 am 11/12/2020 – Zoom Conference		
President	Karen Turner	Present
	<i>Express Employment Professionals</i>	
Past-President	Jennifer Clemens	Absent
	<i>Deschutes County</i>	
President Elect / Secretary	Stephanie Trexler	Present
	<i>COPA</i>	
Treasurer	Shannon Campbell	Absent
	<i>Partners in Care</i>	
Legislative Chair	Kurt Barker	Present
	<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	Present
	<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:		

Start Time: 8:05 am End Time: 9:00 am

Welcome & Announcements

October 2020 Meeting Minutes – Motion to approve by Cindy Bene, second by Don Paumier and approved by the board.

2020 SHRM Foundation Donation - Motion made by Cindy Bene to approve \$1,100 donation to the SHRM Foundation for 2020 (full year 2020 donation), second by Don Paumier and approved by the board.

Committee/Officer Reports:

1. Treasurer Report – Shannon Campbell (absent)

- a. YTD Budget to be forwarded via email

2. Website/Social Media – Patti Ribb

- a. Since the switch to virtual and change from SHRM member ID to email there's been confusion for HRACO members logging in to during COVID more website setup to verify membership
 - i. Kat and Patti to partner on solving for member confusion on HRACO vs. SHRM membership
 - ii. Info graphics and other messaging

3. Programs – Don Paumier

- a. November Meeting – Steven Hunt
 - i. Technological innovation, business disruption & leadership willpower: core assumptions about work that are being challenged as a result of COVID
 - ii. Sponsor – Northwestern Mutual
- b. December Meeting - Jennifer Welander, CFO SCHS & Rebecca Berry, CPO
 - i. Understanding Financial Statements (working title)
 - ii. Sponsor - Payne West
- c. HR Professional of the Year
 - i. Member Nominee Process
 - 1. Email membership for call for nominees – Jennifer Bax, Karen Burleigh, Karen Turner
 - 2. Designate board member to receive nominations

4. Legislative Update – Kurt Barker

- a. Update to go out in next week

5. Foundation – Kat Gardner

- a. Motion made to approve \$1,100 donation to the SHRM Foundation for 2020 (full year 2020 donation)

6. Membership – Karen Burleigh & Jennifer Bax

- a. At Large conversion in process – goal for end of year
- b. Fall Membership Challenge Oct 1- Nov 30. Promo code for Oregon SHRM is DigitalHR.

7. Certification – Cindy Bene

- a. Virtual certification class @ COCC going well.
- b. HRACO awarded 2020 SHRM Learning System Champion status
 - i. Cindy to forward digital award to Patti for posting on HRACO site

8. President & President Elect Update – Karen Turner & Stephanie Trexler

- a. Volunteer Leader Business Meeting registration info shared with board
- 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
 - 2. Current board members to consider interest in 2021 board positions
 - 3. Tori Howes (OSU Cascades), Shannon Williams (City of Bend), Marielle Gallagher (Sutera), Michelle Hammond (Humm)
 - 4. Survey Monkey for chapter to vote on 2021 board slate – Kat Gardner
 - ii. Request to have Kurt update By Laws for additional board seats