

# SHRM Oregon State Council Meeting

## May, 2016

MINUTES

FRIDAY, MAY 13, 2016

11:00 A.M. – 2:30  
P.M.

ROSEBURG, OREGON

<b>MEETING CALLED BY</b>	Scott Cantu, State Council Director
<b>TYPE OF MEETING</b>	SHRM Oregon State Council Bi-Monthly Meeting
<b>FACILITATOR</b>	Scott Cantu, State Council Director
<b>NOTE TAKER</b>	Jill Faughender, State Council Secretary
<b>ATTENDEES</b>	In Person: Scott Cantu, Stacey Brown, Melissa Vigil, Jill Faughender, Jane Allen, Deborah Jeffries, Kathy Sharp, Shauneen Scott, , Natalie Eggert, Alan Cabelly, Rick Howell, Stephanie Smith, Jeanette Trumm, Stephanie Miller. Kristen Taylor/MHRA for Bonny Ray. Guests from DCSHRM’s Board: Leanne Reynolds/Membership, Dave Johansen/Secretary, Ashley Anderson/Treasurer, Kelley Plueard/President Elect.  By Phone: Rick Howell, Sat Bir Khalsa, Sharon Borgardt & Karlina Christensen-Lee
<b>MEMBERS ABSENT</b>	Dianna Gould, Stacey Brown, Melissa Vigil, Markus Brown & Mims Rouse who resigned effective this meeting.
<b>ASSOCIATED DOCUMENTS</b>	Treasurer’s Report and Financials, Minutes of 03/01/16, DCSHRM Meeting Flyer
<b>LEGEND</b>	<b>Bold = Action Items</b> <b>Red = Important Information</b>

### Agenda Topics

WELCOME, INTRODUCTIONS SCOTT CANTU

Called to Order at 2:00 p.m.	
<b>OPENING</b>	
Welcome!	
Introductions	

COUNCIL OPERATIONS SCOTT CANTU

<b>REPORTS</b>	
<b>Secretary:</b> Jill Faughender	
Ratify Council action taken 03/28/16. Scott Cantu made a motion to approve a chapter seed money grant to the Yamhill County Human Resource Association in the amount of \$1,500.00, and; that we offer reimbursement for the cost of the SHRM certification examination for SHRM Members of \$300.00 upon passing for Danielle Edgel, Shannon Campbell, and Regina Wilson from the HRACO Chapter. Shannon Campbell is a current HRACO board member. Second by Natalie Eggert, motion carried.	
Approval of Minutes: March 1, 2016 - Stefanie Miller made a motion to approve the minutes, second by Shauneen Scott, motion carried.	

**Financial Report:** Jane Allen, Treasurer

Jane presented the year-to-date April financials. Total cash in the bank at 04/30/13 was \$74,351.09. Conference expenses not complete and Alan Cabelly to follow-up with Stoel Rives to get a timeline for completing of the financial aspects of the conference.

**SHRM Update: Dianna Gould, SHRM Field Services Director**

SHRM Workflex Guides for the When Work Works program were released on 04/22/16 and available at [www.whenworkworks.org/be-effective/guides-tools/workflex-guides](http://www.whenworkworks.org/be-effective/guides-tools/workflex-guides)

Reminder that the SHRM Speaker Bureau is available to 100% Chapters. 100% chapters receive priority for speaker requests and travel expenses are paid by SHRM. One request is available per year.

The following highlights the things that SHRM is doing to help you engage your at-large members.

•**Chapter Discount Code:** SHRM's membership special gives all first-time members joining through the application a \$15 savings by using promotion code **0118**.

•**SHRM Communications** to create awareness of chapters and the benefits of joining a local chapter; these communications specifically highlight chapter membership:

•**Postcards –twice per year (spring and fall) to 1st-2ndyear at-large members**

•**Onboarding E-mail Messaging –new members receive a series of messages in the 2ndand 3rdmonths after becoming a member**

•**New Member Welcome Kit –“Communities” section insert, which includes information about SHRM’s local chapters**

•**Renewal Notice Mailing Insert** –information includes promotion of local SHRM chapters

•**Renewal Acknowledgement Message** –upon renewal an e-mail is sent, which includes a reminder regarding the benefits of joining a SHRM chapter

**Annual SHRM Conference** – June 19-22 in Washington D.C.

**SHRM Certification** – 2015 incentives for SHRM-CP and SHRM-SCP were sent in March and April; payment stubs are not very descriptive. State Councils should have also received certificate incentive checks. Incentive program continues in 2016 with payments made in Q1 2017 at \$10 for every SHRM national certified for Councils and \$20 for Chapters.

**Volunteer Leader Resource Center** – VLRC is getting ready for a new look and is a great resource.

**2016 SHRM Volunteer Leaders’ Summit** is scheduled for November 17-19<sup>th</sup> so communicate with incoming chapter leaders to save the date. Registration will open mid-August.

Need Help?

Dianna Gould, SHRM-SCP, CAE – SHRM Field Services Director  
[Dianna.Gould@shrm.org](mailto:Dianna.Gould@shrm.org)  
800-283-7476 ext. 6267

Kim Goodwin (located on East Coast and works 10 a.m. – 8 p.m.)  
[Kimberly.Goodwin@shrm.org](mailto:Kimberly.Goodwin@shrm.org)  
800-283-7476, ext. 6316

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## ADVANCING THE PROFESSION

<b>CLA REPORTS</b>	OSC Directors
<b>Director Report:</b> Scott Cantu	
Scott informed the Council that Mims Rouse, Communications Director has resigned his post effective immediately and asked council members to let him know if they have anyone at the chapter level who might like to take this role on. Shauneen Scott reached out to Mickey Dryden from the Salem SHRM Chapter and she is interested in the placement. Scott to follow-up with her.	
Scott requested that the council consider creating a guideline for providing chapter assistance that details the giving criteria and that we take this up at our meeting in July. Kathy Sharp noted that an older version of the online forms had more questions. She will forward to Scott for review.	

**Diversity Chair:** Marcus Brown  
Reporting Period: 03/01/16 – 05/13/16

Current Events & News:

March 9<sup>th</sup> 1-2pm VLRC hosted Webinar for the Diversity CLA.  
This was a fantastic learning opportunity and I shared this activity to the Chapter Diversity folks I have contacted with via my monthly email check-in/Announcements.

March 18<sup>th</sup> I sent out an email to all the Chapter Presidents/Diversity Directors to introduce myself and to announce upcoming events relevant to diversity and inclusion issues. There was little response, but I think once I am able to make this a regular happening, there could be more engagement.

March 29<sup>th</sup> 9-10am Davis Wright Tremaine hosted a Free Webinar titled "*Transgender Issues in the Workplace*". This webinar was fascinating as it began to fashion the level of diversity there is in this role as Diversity Director! This lecture covered issues as recruitment, inclusion and best practices for communicating with employees that identify as part of the LGBTQ community.

Lastly, I am working on generating a list of past speakers at the local and regional events SHRM has hosted. This will be a work in progress and I intend to reach out to all the chapters and perhaps attend a Portland area meeting to network face to face.

What other Chapters need to know:

April 15<sup>th</sup> as a group effort, my Chapter (LCHRMA) has organized a speaker this coming September 8<sup>th</sup> at the Tongue Point Job Corps Center and we are excited to announce that Tessa Scheler will lecture and discuss "*Working with the Transgender Workforce*" and discuss her experience of being transgender in our local community.

Please consider attending.

**Employment Law & Legislative Conference:** Alan Cabelly & Deborah Jeffries

Alan and Deborah reported that we brought in a total of \$12,800 in sponsorships/vendor booth rental for the 03/02/16 conference from 10 sponsors/vendors. Expected profit is will be between \$3 - \$5K.

Considerable discussion followed regarding the 2017 conference. The Council reviewed a Stael Rives site evaluation. Council discussed reducing food costs by pairing back on the breakfast and snack break, focusing on bringing in more vendors/sponsors and increasing participation. A request to evaluate having the conference on a Thursday versus Wednesday was discussed. Alan and Deborah to follow with Stael Rives.

Alan Cabelly made a motion to hold the 2017 Employment Law Conference at the Oregon Convention Center on 03/01/16, to negotiate down the snack and food costs and evaluate the registration fee for a potential increase to cover higher location costs. Shauneen Scott seconded the motion, motion carried.

**Willamette: Natalie Eggert**

Current Events & News

The Yamhill County Human Resource Association has formed a board and has submitted all paperwork to SHRM National for approval of affiliation as a SHRM Chapter. Chapter is forging ahead and has scheduled their first meeting on 06/09/16 at Linfield College with the topic of Influential Listening by Jean Bonifas.

It was noted that the Districts need to be revisited to balance the chapters between Willamette and Columbia and Natalie and Sharon to connect to make a recommendation on the allocation to Director Cantu.

**Columbia: Sharon Borgardt**

Reporting Period: Jan-Feb, 2016

How are you helping the Board Sharpen our Saw in your specific area?

At the LCHRMA chapter I am talking about the benefits of SHRM membership at all of our luncheon meetings, where I can promote SHRM to our members, and to potential members.

I continue to partner with seasoned LCHRMA board members to mentor our board and to explain how SHRM, NHRMA, OSC and chapters support each other and work together.

I reached out to the PHRMA chapter to see how I may be of assistance, and to make plans to attend a board meeting. In addition to offering any assistance PHRMA may need, I hope to also bring best practices back to my own chapter.

Current events & news/opportunities:

LCHRMA received Silver SHAPE recognition. The board felt like they had done many worthy initiatives, but that a drop in membership in 2015 prevented them from getting a higher level of recognition.

Deb Jeffries is conducting a half day workshop on team building at Clatsop Community College in Astoria on June 10, from 8:00 – 11:30. Registration is just \$40 and good attendance is expected. The workshop will be a SHRM Foundation fund raiser.

SHAPE initiatives & updates:

No update.

Good stuff I want to share:

LCHRMA is partnering with a local business journal to provide regular HR related articles in their monthly publications, in an "Ask an HR Professional" format. They also send chapter members and guests links to relevant HR articles, which can be a good way for small chapters to complete a SHAPE initiative.

Be courageous and ask any business partner, vendor or HR professional to present at a chapter meeting. LCHRMA has had very good luck scheduling speakers through networking, without paying speaking fees. Remind speakers that they have an opportunity to find new clients at chapter meetings.

Requests for support or help from OSC:

Any suggestions for promoting and leading a successful HR Roundtable discussion at a chapter meeting would be helpful. LCHRMA has not had good roundtable participation but feels there is value in this type of networking event.

LCHRMA is also looking into using Google.docs or Constant Contact as a means for keeping meeting minutes, financials, and e-mail lists, etc. Any best practice suggestions would be helpful to the chapter. Discussion followed with notations from Alan Cabelly that his students use Google.docs and Rick Howell suggested Basedocs. It was noted that the SHRM provided websites also have document storage capabilities with Admin rights.

**Certification Chair: Deborah Jeffries**

- NHRMA 78<sup>th</sup> Annual Conference & Tradeshow – early registration discount expires 05/13/16. Conference will be held in Bellevue on September 7-9, 2016.
- Salem SHRM is holding a SHRM Certification Study Group in the fall starting 09/13/16 and running through 12/6/16. Testing window is 12/01/16 – 02/15/17. Registration for the exam is open 05/16/16 – 10/21/16
- Alan Cabelly updated the council on the new student level Association PHR (APHR) and that it is now available through HRCI.
- General discussion followed regarding how effective study groups are in focusing on passing either HRCI or SHRM certifications.

**College Relations Chair: Open Position**

- Alan Cabelly reported that the PSU student teams competed in Salt Lake City at the Student Case Competitions and thanked the Council for the financial support.
- Alan noted that they were short approximately \$200 to cover expenses. Scott Cantu made a motion to pay the balance of the fees up to \$200.00, second by Shauneen Scott, motion carried.
- Alan requested \$6,000 from the State Council to send a group of students to the SHRM National Conference in June. Considerable discussion followed regarding what support other student chapters may need. Shauneen Scott made a motion to contribute \$4,000.00 towards expenses for the PSU students to attend the National SHRM conference in June, second by Natalie Eggert, motion carried.

**SHRM Foundation Chair: Open Position**

- No Report

**Workforce Readiness Chair: Kathy Sharp**

Current Events & News:

May 4, 2016 I participated in the Workforce Readiness CLA Webinar led by Nancy Conway. The topics briefly discussed were veterans' events, strategies to help the long-term unemployed, and the skills gap. If your Chapter is looking for a Workforce Readiness Initiative check out this webinar. It is available for viewing on the VLRC.

Several Indiana Chapters created a dashboard called Bridging the Talent Gap. The paragraph below is from their home page. Highly beneficial employer information and would be a great chapter initiative. You can view the dashboard at [www.bridgingthegap.org](http://www.bridgingthegap.org)

**Welcome to Bridging The Talent Gap** — a groundbreaking, grassroots initiative to help employers and other stakeholders understand and act upon the challenges we face as we ensure a skilled and thriving workforce and economic conditions in our community. We think the success in bridging our talent gaps involves the use of information to create a sense of urgency that produces action. This website represents a step in that direction though our interactive data dashboard which summarizes the first stage in this effort.

SHAPE initiatives & updates:

The Salem & Mid-Willamette Chapter hosted a veterans' event in March. They partnered with DOL and ESSGR. The Oregon State Council provided the initial contact information and supported the event by paying for the catering with budgeted Workforce Readiness funds. Kathy recommended that chapter leaders read the Pinnacle awards around Veteran events for good ideas.

Questions about/I need help with....

The next Workforce Readiness Webinar is Wednesday, August 3, 2016 @ 1:00 PST. The one-hour webinar will feature a guest speaker who will share information about an internship program. I will be out of the country and am hoping to get a volunteer to attend on behalf of the Oregon State Council. Stephanie Miller agreed to attend and represent the State Council.

**Membership: Shauneen Scott**

Reporting Period: 03/01/16 through 05/13/16

Current Events & News:

I am in the process of requesting the state wide at large list from SHRM. I have reached out again to local chapter membership directors in an effort to partner with them to get more at large members to affiliate to local chapters.

SHAPE initiatives & updates:

Increase local chapter members by 5%.

Best Practices and other good stuff I want to share:

Utilizing at large list.

**Legislative Affairs Director: Karlina Christensen**

Reporting Period: 03/01/16 through 05/13/16

Current Events & News:

I attended the SHRM Legal and Legislative Conference in March. As part of that spent time on the hill with Oregon Senators and Representatives over the overtime rules. It is critical that we have a strong voice as a state with them.

Starting to think about how to plan a day on the hill and town halls with legislative members when they are in district. I'd like to create a best practice and relationship around it as SHRM has identified Oregon as a state they need better legislative connections with.

Still waiting for the DOL to release updated FLSA guidelines.

SHAPE initiatives & updates:

SHAPE- Download the app challenge done. We had 60 people show the app on their device. After the conference I mailed Advocacy Team brochures to all that were not on the A-team already asking them to sign up. I am in the process of creating kit so each chapter can do the same. Will consider submitting a pinnacle award application for the download the app program.

Best Practices and other good stuff I want to share:

I sent electronically the SHRM Policy guide. This is published each year and a helpful tool for legislative directors to use.

What other Chapters need to know:

I've sent communication to legislative directors for chapters and copied the state board each time. So everyone should know the current status of issues. As resources are becoming available I am sending and in the process of creating resources for leg directors for 2017 when they come onto the chapter boards.

Questions about/I need help with....

None

**Communications Director: Mims Rouse – Resigned after submitting report.**

Current Events & News:

Changes were made to the State Council website to update certifications and contact information as follows:

- Updated Shauneen Scott's phone number on the website
- Added SHRM-CP, PHR to Kathy Sharp's name
- Updated the Secretary to show the company as First Federal Savings & Loan and move job title to second line.
- Added SHRM-CP to Deborah Jeffries certifications.
- Removed Natasha McGrath as SHRM Foundation Director – she has relocated to Washington DC and that position is now shown as vacant.
- Retitled the section called District Presidents to read "Chapter Presidents"
- Changed HRACO President from Jane Allen to Katherine Tank, JD and added contact info [katherinetank@gmail.com](mailto:katherinetank@gmail.com)
- Added YCHRA Chapter President – Jill Faughender [jfaughender@firstfedweb.com](mailto:jfaughender@firstfedweb.com) (New Yamhill County Human Resource Association Chapter in McMinnville) and certifications of SHRM-SCP, SPHR
- Added the Rogue Valley Chapter and show Jeannette Trumm, SHRM-CP as President with contact [Jeannette.Trumm@neumanhotelgroup.com](mailto:Jeannette.Trumm@neumanhotelgroup.com)
- Added certifications to the following Chapter Presidents:
  - Stephanie Smith, SHRM-CP, PHR
  - Sat Bir Khalsa, SHRM-SCP, SPHR
  - Bonny Ray, SHRM-CP, PHR
  - Rick Howell, SHRM-SCP, GPHR
  - Nikki Schutte, SHRM-CP, PHR
  - Shauneen Scott, SHRM-SCP, SPHR
- Potential new Communications Director – Mickey Dryden/Oregon Military who currently functions in this role for the Salem SHRM Chapter.

**CHAPTER REPORTS**

**Chapter Presidents**

**PHRMA, Rick Howell**

- Strategic HR Conference is set for May 25<sup>th</sup> with 235 registrations and 20 sponsors to date.
- Working on Pinnacle and Northern Lights Award Submissions.

**MHRA, Bonny Ray, Chapter President**

Reporting Period: 03/01/16 through 05/13/16

Current Events & News:

- We updated our bylaws and went through the approval/ratification process with SHRM and a chapter vote.
- We had a great turnout for our March chapter meeting with the topic of OFLA/FMLA, ADA and Worker's Compensation.
- We had a great meeting on Influential Listening in April.
- Our membership has bumped above 100!

SHAPE initiatives & updates:

- We are making progress on all of our initiatives.
- We created a new member focus section on our website where we highlight new members and introduce them to the chapter. We are sending new members welcome cards signed by the Board. We are sending e-blasts to our at large members. An e-blast went out for our February and March meetings. A second set are scheduled for our May and June meetings.
- We created a diversity statement for our website and posted it there.

We had Greg Ivers from DHS come and speak to our members about the workforce readiness programs that employers can access employing adults through DHS-TANF Jobs program at our April meeting.

We have a member hosting a SHRM certification study group. We are promoting certification. We announced Dennis Carr's class in March. Dennis is scheduled to come to our August meeting to discuss certification.

- We are partnering with OSU HR to help HR professionals there understand the benefits of affiliating with our chapter. We will be hosting an October meeting at OSU.
- We are planning a special FLSA topic meeting in the late summer to help our membership understand the changes in this legislation.

We partnered with SHRMA, ESGR and DOL to host a Veteran's networking event April 7<sup>th</sup> in Salem before the April 15<sup>th</sup> career fair.

What other Chapters need to know:

SHRMA has invited us to partner with them on a one day workshop regarding Performance Management. It would be great if you would pass on this information when we have it available. At this point save the date of October 7<sup>th</sup>!

Questions about/I need help with....

When will Deborah Jefferies be holding SHRM certification groups? We would like to know the dates so we can promote them in our chapter meetings.

**SHRMA, Shauneen Scott, Chapter President**

Reporting Period: 03/01/16 through 05/13/16

Current Events & News:

All has been going well in the Salem Chapter. We lost our Advocacy Director this month but were thrilled when Randy Sutton agreed to step in and finish the year.

Membership has bumped up above 200!

SHAPE initiatives & updates:

We are starting to do some strategic planning as a board. HR Basics is coming up the end of May. Once we get more details we will send that out to the group. Registration price was increased and has had no negative impact on attendance.

We did participate with the Mid-Willamette chapter on a Veterans event in April. Here is the report on that event:

We had about 20 veteran attendees and an equal match of employers who participated in the Networking Event. The event was a success with lots of great opportunities for veterans that came out of it. There were many HR Professional Candidates and we were able to give them information regarding SHRM and their local chapters. Very exciting opportunity to assist veterans getting into the civilian workforce. The food was very much appreciated and was a lovely spread of fruits, cheeses and crackers. What a Hit! We are welcoming the opportunity to partner again!

**DCSHRM, Stephanie Smith**

Reporting Period: 03/01/16 through 05/13/16

- 05/11/16 reception was well attended, including by two OSC members.
- Membership initiative is in full swing and the chapter is approaching 50 members
- Working to put together a certification study group
- Participated in a career fair for the Oregon Employer Council
- Working on an initiative to get out to the schools to help them know that the DCSHRM group would like to be a first stop when they are looking for groups to help with mock interviews, school career fairs etc.

**LCHRA, Sat Bir Khalsa, President/Beth Harrison President Elect**

Reporting Period: 03/01/16 through 05/13/16

Current Events & News:

- March Membership Meeting was our annual Worktrends session and was a collaboration with ASSE. It was a two day program on March 8<sup>th</sup> and 9<sup>th</sup>. In addition to the headline speakers focusing on safety and organization security, there were multiple breakout sessions focused on HR related topics.
- April Membership meeting was held on April 12<sup>th</sup> and the topic was "Harnessing the Power of Persuasion". A former longtime board member Kate Parker was the presenter and helped attendees learn to use analysis,

emotion, and communication techniques to build rapport with their audience, encourage cooperation, and boost their confidence as a conveyor of information to a group of any size.

- We held three board meetings.

SHAPE initiatives & updates:

Our EXCEL Award Initiative updates:

1. Strengthen Partnerships With Local Businesses – HR Internship Grants
  - a. Will be launching the grant application process mid-May
2. HR After Hours – “Young Professionals”
  - a. Held our first session and had the highest attendance yet
  - b. Our second quarter session is set for May 25<sup>th</sup>
3. Collaborate with Local Business Community – Worktrends Conference with ASSE
  - a. A very successful event from both sides (LCHRA and ASSE). Will plan to collaborate on future events.
4. Establish a Youth Involvement Initiative – Mock Interviews team
5. Implement a Charitable Organization Support Program coordinated with SHRM foundation event
  - a. LCHRA board members supported the water station at mile 20 of the Eugene Marathon on May 1st

We just had our monthly board meeting and discussed topics that OSC had asked for input on. Here are a couple points that came from our board.

1. How should NHRMA funds be distributed?
  - a. Our chapter is doing very well financially and our outlook is strong. Because we had not received any support from NHRMA in 2015 we did not even budget anything for 2016. With the new chapter starting up and other chapters that may be struggling, we thought NHRMA funds could go towards those chapters with the greatest need. It would be ideal to have some form of support structure/oversight from OSC to help ensure the funds go to good use.
2. What does your chapter need from OSC or other chapters?
  - a. Perhaps there could be a database similar to our recommended speakers list for large sponsor organizations. We have some prominent state or regional organizations like Providence, Pacificsource, etc. that may benefit from being one of the main sponsors for chapters. If there was a list that we could have access that might be helpful for our sponsorship chairs.

**Rogue Valley, Jeanette Trumm, Chapter President**

Reporting Period: 03/01/16 through 05/13/16

Current Event and News:

- On April 20, 2016, we held our latest monthly seminar titled “Strategic Benefits of Human Resource Management Systems”. There are so many options and challenges out there when it comes to technology so it was great to have a presentation on how to start with the big picture and then work your way down.
- During this seminar, we held a SHRM Foundation Raffle. Individuals participating in the raffle had an opportunity to win a free admission to our upcoming Legal Seminar. We raised \$80 for the Foundation.
- Our annual May Legal Seminar is coming up on May 18th. This is our biggest event of the year and will not disappoint. We have three attorneys joining us from Barran Liebman and will be discussing some of the hottest issues we are currently facing in the workplace (including marijuana, sick leave, minimum wage, FLSA, etc.).
- Two weeks following the Legal Seminar (on May 31), we are going to be holding Roundtable sessions in both Grants Pass and Medford as an opportunity to come together as HR Professionals to talk about ideas and best practices in managing the hot labor laws (including marijuana in the workplace, sick leave, the rise in minimum wage, etc.). Members have been asking for quite some time for an opportunity to come together to discuss relevant HR-related issues, and we are happy to deliver!

SHAPE Initiatives:

- None at this time.

Best Practices and other good stuff to share:

- Our long time member, Trish Forde, is retiring this month. She has been on the Board for many years and will be greatly missed. We had an evening out a couple of weeks ago in honor of Trish’s outstanding service.

**LCHRMA, Stacey Brown, Chapter President**

Reporting Period: 03/01/16 through 05/13/16

- Sharon Borgardt reported that the chapter is evaluating the benefit of HR round tables and sought feedback on other chapter successful events related to a less structured round table meeting.
- Sharon shared that the chapter is consider a Tap into HR (Brew after hours) social event.



**HRACO, Stephanie Miller, Chapter President**

Reporting Period: 03/01/16 through 05/13/16

Current Events & News:

As I mentioned we have a new board so I invited Dianna Gould to come in and discuss our relationship with SHRM and offerings available to our chapter. I would like to send a special thank you to Dianna for giving her time to help meet with my board. I felt it was so informational for my board and really gave them purpose behind what we are trying to accomplish. I think everyone left more engaged then before the meeting.

Also, we had a number of members who were granted scholarship money through the OSC. I would like to give a sincere thank you for your consideration and contributions to our chapter. We have 9 people sitting for their exam and feel confident that we will get them certified!

SHAPE initiatives & updates:

1. Education: We were unable to secure the required 10 people to participate in the OSU program but we have formed a study group and we have had great support from Dennis Carr to help us be successful.
2. Membership: We are looking to change our venue to a higher quality location; we believe it will help us draw a greater crowd.
3. Community Help: we are also coming up with ways that our chapter can impact our community to bring awareness and tools for the Central Oregon Area. Some ideas we are considering is a job fair, Professional clothing drive for people who need interview/job appropriate clothing, working with youth on "how to get a job".

Best Practices and other good stuff I want to share: Community Help: the change in the shape report has helped us broaden our ideas and contributions as a board. We are very excited about that.

What other Chapters need to know: Not at this time.

Questions about/I need help with.... Not at this time.

**YCHRA, Jill Faughender, Chapter President**

Reporting Period: 03/01/16 through 05/13/16

- Chapter affiliation documents submitted to SHRM on 04/15/16 and notice of approval provided 05/11/16!
- 31 affiliated SHRM members
- First meeting scheduled for June 9, 2016
- Looking for program ideas from peer chapters
- Membership drive will begin in earnest once we are official and in the drop down menus on SHRM for chapter designation purposes.

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OSC BUSINESS, DISCUSSION ITEMS

SCOTT CANTU

**STRATEGIC PLAN REVIEW  
AND 2016 SHAPE STATUS**

- No Report on 2015 SHAPE status

**ANNOUNCEMENTS**

- 07/08/16 – OSC meeting by Conference Call.
- 10/07/16 – OSC
- 12/02/16 – OSC Transition Meeting

CLOSING

- Scott requested submissions for the NHRMA awards per his earlier e-mail.
- Scott reminded everyone that the NHRMA Conference is scheduled for September 7-9<sup>th</sup> in Bellevue. Shauneen is sourcing the SHRM Foundation donation from the State Council that is budgeted.
- Scott asked that the Council be thinking about how we wish to distribute

SCOTT CANTU

NHRMA chapter share starting in 2017. This will be an agenda item for the October Council meeting.

- Considerable discussion following regarding attendance at SHRM National Chapter Leadership training in November. Chapter Presidents directed to discuss funding needs with their boards and bring back information for the July Council meeting.
- Will review By-laws in July, review and send any recommendations to Scott.
- December meeting is transition meeting for Council, Natalie Eggert to follow-up with Lane Community College to see if they have space for the 12/02/16 meeting.

<b>AGENDA ITEMS FOR NEXT MEETING</b>	<ul style="list-style-type: none"> <li>• By-Law Review</li> <li>• Chapter Financial Support needed for attendance SHRM at Leadership in November</li> <li>• Grant guidelines for requests from chapters, members, student chapters</li> <li>•</li> </ul>
<b>ADJOURNMENT</b>	We adjourned at 2:25 pm.