

# SHRM Oregon State Council Meeting

## July, 2016

### MINUTES

FRIDAY, JULY 8, 2016

12:00 – 2:00 P.M.

CONFERENCE CALL

<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>	<b>By telephone conference call:</b> Scott Cantu, Stacey Brown, Jane Allen, Jill Faughender, Dianna Gould, Deborah Jeffries, Shauneen Scott, Karlina Christensen, Rick Howell, Micky Dryden, Markus Brown, Natalie Eggert, Stephanie Miller, Bonny Ray, Cheri Billard (representing LCHRA for Sat Bir Kahlsa), Joseph Rossi (representing Rogue Valley for Jeannette Trumm)
<b>MEMBERS ABSENT</b>	Alan Cabelly, Sharon Borgardt, Kathy Sharp, Melissa Vigil, Jeannette Trumm, Sat Bir Kahlsa, and Stephanie Smith
<b>ASSOCIATED DOCUMENTS</b>	Treasurer's Report and Financials, Minutes of 05/13/16,
<b>LEGEND</b>	<b>Bold = Action Items</b> <b>Red = Important Information</b>

### Agenda Topics

WELCOME, INTRODUCTIONS

SCOTT CANTU

Called to Order at 12:00 p.m.

#### OPENING

Welcome!

Introductions

COUNCIL OPERATIONS

SCOTT CANTU

#### REPORTS

**Secretary:** Jill Faughender

Approval of Minutes: May 13, 2016 - Jane reported that the minutes were missing our \$4,000 approval for the PSU Student members to attend SHRM national or the \$296.44 to reimburse PSU student case conference residual expenses. It was later identified that those approvals were reflected in the 05/13/16 minutes under College Relations. Rick Howell made a motion to approve the minutes, second by Shauneen Scott, motion carried.

**Financial Report:** Jane Allen, Treasurer

Jane presented the year-to-date June financials that were delivered to the full Council prior to the meeting. Total cash in the bank at 06/30/16 was \$78574.58. YTD we have received \$17,726.94 in revenue and \$17,804.05 in expenses. \$77.11 used in cash, all other expenses covered by revenues received.

Conference Recap. Revenues were \$75,378.29 against a budget of \$53,000, largely due to the increase in sponsorships sold in 2016. Expenses were \$55,629.92 against a budget of \$38,000. Net profit was \$19,748.37. Stoel has mailed the additional funds and they will be deposited upon receipt. Deborah has the final sponsorship check which will be forwarded

to Jane for deposit. Stoel still pending sending final registrations of \$1,470.00. A full conference itemization provided to the full Council as part of the financial report

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

**July 2016 PW Region SHRM Update**

**Principles For a 21<sup>st</sup> Century Workplace:** A HUGE thanks to all the State Councils and many of our chapters for signing in support of the [Principles for a 21<sup>st</sup> Century Workplace](#). In January 2017, a new President and a new Congress will take office. If we want to influence the positions they take and the public policy decisions they make that will affect the workplace we need to be proactive.

These Principles [were](#) released during SHRM's 2016 Annual Conference and Exposition (which was held June 19 – 22, 2016, in Washington, D.C.). These principles are based on SHRM's [2016 Guide to Public Policy Issues](#) and outline the issues that are critical to an *innovative, fair* and *competitive* workplace in the 21<sup>st</sup> Century. These include encouraging workplace flexibility, ensuring compensation equity, modernizing labor-management relations, strengthening employer-sponsored benefits, improving health care, closing the skills gap and reforming immigration.

SHRM member delegations from each state delivered the Principles to their Members of Congress on a special Advocacy Day on Capitol Hill on Wednesday, June 22 during SHRM's Annual Conference. We will also share these with the presidential nominees of both political parties – and reinforce them with the transition team of the victor. As we prepare for the election of a new President and start of a new Congress, it is imperative that we speak with a strong unified voice in support of the HR policy agenda.

**2016 SHRM ANNUAL CONFERENCE & EXPOSITION (held June 19-22, 2016 in Washington D.C):** For those of you able to attend I am sure you will agree that it was a memorable experience. We welcomed over 15,000 HR professionals to our nation's capital. Several of the PW members told me their breakout sessions were excellent and they really enjoyed the variety in the keynoters from Michael Rowe (Dirty Jobs) to Sal Kahn (Kahn Academy). Ask around and see who got VIP sitting at the Train concert. Now let's look to next year.....

**2017 SHRM ANNUAL CONFERENCE & EXPOSITION (held June 18-21, 2017 in New Orleans, Louisiana):** Registration is now open for SHRM17 in New Orleans. Now through July 8 the rate is \$995. Complete the [registration form here](#) and the \$995 rate will be applied at checkout. But only until July 8. Additional information on the Volunteer Leader rate will be coming soon.

**SHRM CERTIFICATION: 93,000 and counting. That is how many individuals have become SHRM Certified HR Professionals!** Now we can focus on the many thousands of SHRM certified folks who need quality recertification opportunities! ([Recertification Providers](#)). Now is the time to plan your programming around the SHRM BoCK. Check out the many new resources to help you market your programs in the Certification section of the VLRC -[Click here](#). All study guides need to be purchased individually for study group members as these are licensed programs. They can be purchased by the Chapter and passed along at a fee to the participants however again, licensed individually.

**WHEN WORK WORKS WINNERS:** Congratulations to all companies in the Pacific West region that were just announced as the 2016 Workflex winners. Many of our chapters and state councils will be recognizing these forward thinking companies and what they are doing in the area of workflex. Be sure to find out what your state is doing for these special companies. To view an interactive map of winners, click [HERE](#)

**Below is a list of some of the most current things we are doing for you; our valued volunteer leaders and members:**

**SHRM Foundation Celebrates 50 years: Scholarships, Scholarships and more Scholarships:** SHRM Foundation Scholarships Deadline – Time Sensitive

In 2016, the SHRM Foundation celebrates 50 years of serving you and shaping the future of the profession. To celebrate we are awarding an additional 85+ scholarships for HR professionals and students to pursue undergraduate and graduate degrees and SHRM certification. This year alone the SHRM Foundation will give away more than 225 scholarships totaling more than \$295,000—an increase of 35 percent in a single year.

Applications are now being accepted for undergraduate scholarships (\$2,500), graduate scholarships (\$5,000) and SHRM certification scholarships (\$750). Those that are SHRM professional members are eligible for these scholarships. For more information visit the [SHRM Foundation scholarship page](#). Application deadline: July 15, 2016.

**Michael R. Losey Excellence in HR Research Award – TIME SENSITIVE**

A single award of \$50,000 is presented annually to further the field of human resource management. Nominations are encouraged for scholars with a significant body of work in the field of HR. For more information about the nomination process visit the [Losey Award page](#). Application deadline: July 15, 2016.

**Susan R. Meisinger Fellowship for Graduate Study in HR:**

The Susan R. Meisinger Fellowship is designed to support master’s degree students who are either members of SHRM or certified HR professionals. One recipient is selected annually to receive a fellowship of up to \$10,000. Each fellowship is renewable for one additional year for a total of two years of graduate study and up to \$20,000 total. For more information about the fellowship visit the [Meisinger Fellowship page](#). Application deadline: August 15, 2016.

**2016 VOLUNTEER LEADER SUMMIT (VLS) –** Calling all 2017 Chapter Presidents, State Council Directors, State Council Membership Directors, District Directors and State Council Certification Directors. The VLS will be held November 17-19, 2016 in Washington D.C. Complimentary registration and a minimum of two nights housing (3 nights housing as an additional benefit if you are Chapter President of a 100% SHRM Chapter). Registration opens in mid-August and the Session Planner will be introduced at this point. Registration and hotel cutoff is October 24 so please register early.

**MEMBERSHIP MARKETING TIP - Utilize Multiple Communication Channels to Increase Response**

In today’s busy world, it’s not enough to just send an e-mail or leave a voicemail to get someone to take an action. There often needs to be multiple methods of outreach to catch someone at the right time in the right way to get them to join or renew. So look at how you are communicating to your members or prospective members now and see what additional methods you can add – phone calls, emails, direct mail, social media and more can all be utilized to help drive response. [Read more here](#).

Will not be in attendance in October for OSC in Bend, presenting at a conference in Guam.

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	
<p>Scott requested recommended edits to the OSC Bylaws. There being none submitted he will mark this annual task as complete.</p> <p>Scott reported that it is time to start planning for our 2017 OSC Council roster and to please let Stacey Brown know of your areas of interest on the Council or anyone on your local chapter board who would like to move up to the next level of volunteer leadership at the Council level. The transition meeting will be held in early December and we will want all new council members to be in attendance.</p> <p>Scott reported that he has received a financial assistance funding request from the YCHRA Chapter to pay for the airfare to send Chapter President Faughender to SHRM Volunteer Leader’s Summit in November. General discussion followed. Shauneen Scott made the motion to provide financial support to purchase airfare which is approximately \$700 to send the YCHRA Chapter President to the Volunteer Leader’s Summit in November, second by Stephanie Miller, motion carried.</p> <p>The NHRMA conference is quickly approaching and will be held from September 7-9 in Bellevue, WA. All Chapter Presidents were asked to publicize the education event on chapter websites. NHRMA is looking for a 2018 Chapter sponsor for the regional conference. Any interested Chapters can contact Scott to discuss the process.</p>	

**Diversity Chair:** Marcus Brown  
Reporting Period: 05/13/16 – 07/08/16

Current Events & News:

Will be attending the Diversity Conference in the fall to represent the Council.

Bonny Ray requested that any contact information on Diversity speakers be shared with the Chapter Presidents.

Current Events & News:

I have been unable to participate in any such activities. A better effort is being put forward as I type this.

SHAPE initiatives & updates:

Nothing to report

What other Chapters need to know:

LCHRMA is hosting a seminar this September 1<sup>st</sup>, by a Transgender expert, Tessa Scheller, who will address workplace protocols on dealing with employees who are transgender and or may be transitioning. The Seminar will be held on Thursday, September 1 at the Tongue Point Job Corps Café (formerly Bistro), 37573 Old Hwy 30, Astoria, OR, from 11:30am to 1:30pm. You need not be a member to attend. Please register early online at [www.lchrma.org](http://www.lchrma.org) by August 22. For further information, contact Stacey Brown at [president@lchrma.org](mailto:president@lchrma.org).

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

Deborah Jeffries reported updates for the 2017 conference. Event will be held on 03/01/16 at the Portland Convention Center. The theme will be around "Change". Currently sourcing a strong keynote. Possible options:

Jon Petz (has done the AZ conference for State Council Directors, Alaska State Conference and this November at SHRM Leadership) Deborah also noted that SHRM has invited outside speakers to present at Leadership and Jon is on the agenda. His speaker fee is \$10,000 plus travel expenses, discounted from his usual \$12,000 to \$15,000 if he also presents at breakout sessions. The idea is to seek out a sponsor to cover the cost of a national speaker to determine if it makes financial sense to engage him. Deborah is meeting with a potential sponsor next week and sought Council feedback. Deborah is also exploring the idea of partnering with some chapters to have him present prior or after the conference date to share travel expense. General consensus was to pursue finding a sponsor and if we can find one to pursue Jon.

Colleen Kettenshofen is also a potential keynote. She presents on soft skills, not HR specific topics. She has presented to the Executive Officers Club and has presented at Chapter levels for other SHRM organizations.

Deborah is currently finalizing the sponsorship options for 2017 with the Conference Committee and then we will reach out to the 2016 sponsors with a first option to take 2017 sponsorship opportunities. A conference committee meeting will take place soon and then information will come back to the Council for review. Save the Date can be shared with chapter memberships now in newsletters, chapter meetings, websites etc. and it was confirmed that each chapter will have a free conference registration in 2017 to raffle off in benefit of the SHRM Foundation.

**Willamette District: Natalie Eggert**

Current Events & News

I attended the first YCHRA meeting on 06/9/16 with a topic of Influential Listening facilitated by former OSC member Jean Bonifas.

I am working with Sharon Borgardt to realign the District Director chapter assignments and a formal proposal will be presented to the OSC. Sharon may take on Yamhill County and Natalie may take on more of the south and central Oregon areas. A recommendation will be made at the October meeting. Either fill a 3<sup>rd</sup> position or carve it up between two.

**Columbia District: Sharon Borgardt**

- No Report

**Certification Chair: Deborah Jeffries**

Deborah reaffirmed that the SHRM certification materials must be licensed to each individual student studying for the exam to ensure that SHRM licensing agreements are adhered to.

Deborah will communicate with all Certification Directors in Oregon to ensure everyone is clear on the guidelines, including those facilitators of the programs on a college level.

**College Relations Chair: Open Position**

- No Report

**SHRM Foundation Chair: Open Position**

- No Report

**Workforce Readiness Chair: Kathy Sharp**

- No Report

**Membership: Shauneen Scott**

Reporting Period: 05/13/16 through 07/05/16

I have reached out to chapter membership directors and have offered assistance as needed. At this point the membership directors are not engaging much in needing information.

**Legislative Affairs Director: Karlina Christensen**

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

Current Events & News:

Legislature in Oregon is on break and many federal reps are visiting the district. This is a good time to continue to contact around SHRMs advocacy with the overtime rules.

SHAPE initiatives & updates:

No updates since last time

Best Practices and other good stuff I want to share:

Each chapter will get a kit in the mail soon. I have a download the app challenge for each chapter. SHRM has donated the prizes for our Oregon chapters- a mini speaker for each winner.

**Communications Director: Micky Dryden**

Current Events & News:

Getting up to speed on the needs for the OSC level communication and website which is quite different than the Chapter level. Encouraged OSC members to e-mail with any recommended changes to website information.

**CHAPTER REPORTS Chapter Presidents**

**PHRMA, Rick Howell, Chapter President**

Reporting Period: 05/13/16 through 07/05/16

PHRMA is having a good year financially in 2016. In some part, this is due to a successful NHRMA Conference hosted in Portland last year. We received our chapter share in February. Our Strategic Management Conference also did well. We had a great line-up of out-of-town (and out-of-state) speakers that drove attendance over last year’s numbers. In particular, this conference was financial successful because of exhibitors and sponsors. We thank them for their support.

We inadvertently violated our SHRM licensing agreement with regard to SHRM Certification Material with a group sharing a book instead of each certification student having their own licensed book. SHRM has warned us and we will be making changes to our study group this fall to comply with the licensing agreement.

We are succession planning for 2017 and preparing a member survey to go out in September. We are also planning a member appreciation event in December at OMSI. This was a huge success last year and our members are looking forward to this event at the same venue.

We have several great development opportunities coming up. Our HR Think Tank has grown from its origins as a book

club and continues to grow in popularity. This month's chapter meeting speaker is discussing marijuana laws. In August, it's discussing Branding, and later this fall we'll have the CEO of Gravity Payments, Dan Price, is coming to speak. You may remember this organization raised the firm's minimum wage to \$70,000 year. Should be interesting to hear his cautionary tales and unintended consequences of this change.

Workforce Readiness – we are going to do some work with local prison systems where we help prepare those ready to be reintegrated into the work world upon release by helping with interviewing skills, resume building etc.

**MHRA, Bonny Ray, Chapter President**

Reporting Period: 05/13/16 through 07/05/16

Current Events & News:

- We had a great turnout for our May chapter meeting with the topic of Active Shooter. Our speaker was Jeff Geddings from Boise Cascade. The Rogue Valley Chapter recommended him at the SHRM Volunteer Leaders Conference. He was very engaging and had practical suggestions around a difficult topic. Charged hotel and mileage.
- We had a successful June chapter meeting with the topic of Unintentional Accommodations. This is a topic that is important for HR professionals to understand and the attorney (Rebecca Watkins) did a great job of explaining how unintentional accommodations happen and how to avoid proactively approach accommodations.
- We received notification of the Platinum Excel Award for 2015 in May.
- We also received notification that we were SHRM Foundation Champions.

SHAPE initiatives & updates:

We are making progress on all of our initiatives.

- We are promoting certification. We have announced Deborah Jeffries course information, posted on website and e-mailed to members. In August we are promoting certification at our chapter meeting. Dennis Carr is scheduled to come to the beginning of our August meeting to discuss certification.
- We are planning a special FLSA topic meeting in the early fall to help our membership understand the changes in this legislation.

Best Practices and other good stuff I want to share:

None at this time.

What other Chapters need to know:

SHRMA has invited us to partner with them on a one day workshop regarding Performance Management October 7, 2016. *Rethinking Performance Reviews; Managing the Transition towards the New Performance Management Paradigm Workshop*. This workshop is intended for HR practitioners and change agents interested in abolishing their performance reviews and replacing them with a performance management (PM) system that fits the new world of work and the worker.

We have an Eventbrite link to share for those who are interested in attending or sharing this with your membership:

<https://www.eventbrite.com/e/rethinking-performance-reviews-managing-the-transition-towards-the-new-performance-management-tickets-26040145777>

If there is extensive interest a second workshop may be added October 6, 2016.

Questions about/I need help with...

What was your best foundation fundraiser? Salem has done an event at a winery and offered to partner to have a larger event. Dianna shared that SHRM can also provide a large number of best practices in this area.

**SHRMA, Shauneen Scott, Chapter President**

Reporting Period: 05/13/16 through 07/05/16

Current Events & News:

Raised the price on HR Basics seminar this year and still sold out again with 115 attendees. Evaluating delivery method for materials, electronically or hard copy to save time and costs.

Are working on a "Power Hour" for local business to help smaller organizations without a HR Department by answering questions.

Certification study group is going well under Deborah Jeffries leadership.

Chapter meetings have been scheduled for the remainder of the year.

12-Jul 11:30a - 1:30p 5 Strategies to Flourish in a Diverse Workplace  
9-Aug 11:30a - 1:30p Workplace Bullies: Control Them Before They Control You  
13-Sep 11:30a - 1:30p Crucial Conversations  
11-Oct 7:30 - 9:30a Creating Employee Engagement  
8-Nov 7:30 - 9:30a Cascadia Earthquake prep  
13-Dec 11:30a - 1:30p Leadership Mastery: Making the Improbably More than Possible

SHAPE initiatives & updates:

President Elect and Secretary resigned and recruitment efforts are underway.

**DCSHRM, Stephanie Smith**

Reporting Period: 05/13/16 through 07/05/16

- No Report

**LCHRA, Sat Bir Khalsa, President – Presented by Cheri Billard**

Reporting Period: 05/13/16 through 07/05/16

Current Events & News:

- May Membership meeting was held on the evening of May 10<sup>th</sup>. The topic was Mock Trial supported by our legal chair Amanda Walkup and her firm, Hershner Hunter. This event is annually one of our best attended with excellent feedback from members. The topic was disability rights.
- June Membership meeting was held on June 14<sup>th</sup> focused on our local county, city resources to support development and growth of business. This session was a panel presentation with members from different organizations sharing what services they offer businesses and how to access these services.
- We held two board meetings.

SHAPE initiatives & updates:

Our EXCEL Award Initiative updates:

1. Strengthen Partnerships With Local Businesses – HR Internship Grants
  - a. Awarded two organizations with \$2500 grant each for supporting an HR Intern over the summer.
2. HR After Hours – “Young Professionals”
  - a. Held our second session of the year and planning the third session for August.
3. Collaborate with Local Business Community – WorkTrends Conf with ASSE
  - a. A very successful event from both sides (LCHRA and ASSE). Will plan to collaborate on future events. We also had a booth at this event to pursue membership enrollments.
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 1<sup>st</sup>
  - b. Sub Committee is planning the SHRM Foundation event and recommending a partner charitable organization to also be supported during the event

**Rogue Valley, Jeanette Trumm, Chapter President- Presented by Joe Rossi, President Elect**

Reporting Period: 05/13/16 through 07/05/16

Current Event and News:

- It’s been a bit of a slow past couple of months for us here in the Rogue Valley. As school gets out for the year, everyone is pretty antsy to start their summers.
- May conference had 100 attendees and was successful financially as a partnership with Barren Liebman.
- We did not have a seminar in June but will be coming back together on July 20 for a seminar called “When Toxic Workers and Laws Collide”. Our presenter, John Underwood (2014 president of the Rogue Valley SHRM), will be walking us through some real-life scenarios that we all can learn from. I anticipate this will be a highly engaging and educational presentation.
- October teaming up with ASSE to participate in their event.
- We are also in the process of coordinating with a local brewery for an evening networking event to be held during the early fall. More details will be shared as soon as we have it booked.

SHAPE Initiatives:

- Discussions with our local Job Council to begin planning a Career Fair/Expo in early 2017. This will be a partnership between RV SHRM, the Job Council, Junior Achievement and the Oregon Employer Council.
- Looking at board succession.

**LCHRMA, Stacey Brown, Chapter President**

Reporting Period: 05/13/16 through 07/05/16

Current Events & News:

Not much news to report. Business as usual, holding monthly meetings. Our chapter is, however, taking June-August off of programming due to low attendance, which is blamed on the summer.

We awarded a high school student a \$1,000 scholarship for the 2016-17 school year!

SHAPE initiatives & updates:

April-LCHRMA had a booth at our local High School job and career fair that served 750 kids (sophomores, juniors and some seniors). We provided resume critique and mock interviews. Went splendidly and kids seemed to enjoy it.

May-Similarly, we participated in an event at Tongue Point Job Corps Center providing the same services to the students there.

April-Stacey Brown taught a 3-hour college course on all things HR. Students were part of a Small Business Management class put on by Clatsop Community College. Students learned about basic HR through new legislative changes. SHRM was promoted and encouraged and other resources were made available.

We have scheduled our very own Deborah Jeffries to present to our area leaders on October 28 as our SHRM Foundation Fundraiser event, a half-day workshop.

We are having good luck in having people reach out directly to us on membership questions and on HR questions too as a resource.

What other Chapters need to know:

Nothing...they are already awesome.

**HRACO, Stephanie Miller, Chapter President**

Reporting Period: 05/13/16 through 07/05/16

Current Events & News:

In May and June we finished scheduling our calendar of monthly meeting topics and sponsors. We were able to secure a room for 2017 that we feel will be more professional and help us identify new members. The room is donated so we can redeploy the expenses to get speakers.

Additionally, we changed from a Facebook page to LinkedIn after a unanimous vote that LinkedIn was a more business focused social media outlet. Membership Chair is connecting with more HR professionals in the community. First meeting has taken place for the NHRMA Conference sponsorship.

SHAPE initiatives & updates:

1. Education: So far we have had 100% pass rate for those who took their certification
2. Membership: We identified a new location and have it scheduled to start in January of 2017.
3. Community Help: we have decided on partnering with a local nonprofit to do a December charity event where our members bring gift cards and personal items to donate to Saving Grace.

Best Practices and other good stuff I want to share:

Utilizing LinkedIn to increase membership has been helpful. Our membership chair is able to search and contact HR Professionals from our area easily.

**YCHRA, Jill Faughender, Chapter President**

Reporting Period: 05/13/16 through 07/05/16

- SHRM approved new chapter on 05/11/16 and the first chapter membership meeting was held on June 9<sup>th</sup>.
- Programs have been confirmed through November with no December meeting planned.
- July -The Alphabet Soup of Leave Laws in Oregon – Dan Grinfas



- August -FLSA – Jennifer Bouman Steagall/Red Kite
- September -Marijuana in the Workplace – Kyle Abrahams
- October -Topic to be Determined – Deborah Jeffries
- November –Active Shooter Preparedness – Major Craig Durbin/OSP
- Training new board of directors on all aspects of chapter management and CLA’s
- Creating all of our infrastructure, forms, surveys, meeting payment receipts, sponsor program etc has been a major undertaking and a huge thank you to all chapters who have been supplying me with templates and ideas! We have confirmed two meeting sponsors and are actively seeking additional sponsors. The goal is to cover the continental breakfast expense.
- 32 members and growing with another 14 actively being recruited. Working on a membership mailing to At-Large members in our area.
- Our Communications Director has set up our chapter website and social media presence.

OSC BUSINESS, DISCUSSION ITEMS

SCOTT CANTU

**STRATEGIC PLAN REVIEW  
AND 2016 SHAPE STATUS**

- No Report on 2015 SHAPE status

**ANNOUNCEMENTS**

- 10/07/16 – OSC – Bend – Meeting location currently under discussion with Stephanie Miller/Natalie Eggert
- 12/02/16 – OSC Transition Meeting at Lane Community College in Eugene

CLOSING

- Updated OSC Roster will be e-mailed out with the minutes

SCOTT CANTU

**AGENDA ITEMS FOR NEXT  
MEETING**

- OSC board succession – notify Stacey Brown of your interest for 2017 at your earliest convenience.

**ADJOURNMENT**

We adjourned the telephone conference call at 1:22 pm.