

## **DULLES SHRM BOARD OF DIRECTORS MEETING MINUTES FOR FEBRUARY 2, 2026**

### **Board Members Present:**

1. President – Mary Khattak
2. Secretary & Certifications Advisor – Tricia Kleber
3. Treasurer – Will Seidler
4. Vice President, Membership – Rochelle Fashaw
5. Vice President, Programs & Past President – Nicole Davis
6. Vice President, Sponsorships – Dorion Baker
7. Director, Community Outreach – Lolita Johnson
8. Director, Marketing/Communications – Gabriela Nazario
9. Legislative Liaison – Matt Nieman
10. Student/Emerging Professional Liaison – Cindy Parker
11. Student/Emerging Professional Liaison – Christine Sullivan
12. At Large & Director, SHRM Foundation – Charlan Cornwell

### **Board Members Absent:**

### **Vacant Position:**

1. President Elect
2. Director, Discussion Group
3. Director, Diversity, Equity & Inclusion

MEETING STARTED – 5:33 pm

Tricia called the meeting to order.

**Secretary's Report** – Tricia Kleber sent out the January minutes last week. Will Seidler made a motion to accept the January minutes, and Cindy Parker seconded the motion. The motion was passed with those in attendance, and the minutes will be uploaded to the website.

**Treasurer's Report** – William Seidler – Balances as of 2/2/2026

- Truist checking - \$3,746.77
- Truist savings - \$19,733.38
- PayPal – \$2,283.25

We discussed the 2025 numbers and the 2026 budget. Mary Khattak explained what happened with Virginia SHRM and the lost money, and we discussed any options we would have to reclaim some of those funds, which there are none. We also talked about cyber insurance, which is something that we might need to purchase, and Will is going to research this.

Matt Neiman made a motion to accept the 2026 budget and Mary seconded the motion. The motion was passed with those in attendance.

**Programs' Report** – Nicole Davis

- February – Navigating the 2026 Benefits Landscape: Trends, Headwinds, and HR's Path Forward
- March – Student event with GMU

With Dulles SHRM turning 40 in 2027, we need to start promoting this. Nicole will look to see how we've changed over the years. Mary shared 2 logos and Gabriela Nazario will work on them. We might be able to get a SHRM representative to attend.

**Membership Report – Rochelle Fashaw**

- Active Members – 156 active members

Rochelle Fashaw is still working on postcards to send out to new members and those who have not renewed their membership in the past few years and she will send this information to Mary.

**Sponsorship Report – Dorion Baker**

- Yearly Sponsor – TBD

Dorion Baker showed us the sponsorship opportunities and interest form. We have 5 prospects, including ADP and Sogolytics for the annual sponsorship. Matt talked about adding a social event sponsor category, at the cost of \$750. We also talked about how to make the in-person meeting sponsorship more appealing, such as allowing them to provide giveaways. We decided to table this for 2027 to see if we have more in-person events.

Tricia motioned to approve the sponsorship opportunities and Rochelle seconded the motion. All in attendance approved of the motion.

**Community Outreach – Lolita Johnson**

Lolita Johnson will meet with Mary on what needs to be done here.

**SHRM Foundation – Charlan Cornwell**

Charlan Cornwell will reach out to Lolita to connect and see how they can help each other. Charlan is looking into how we can raise funds and will create a SMART fundraising campaign. She will also investigate Pathways and how to promote that foundation.

**Discussion Group Report – Vacant**

Will and Tricia are hosting a discussion group on Thursday, March 5 at 8:30 am. The theme is: Benefits Strategy Discussion: What We Offer & What’s Next. The focus will be on what people are doing to enhance their benefits.

**Social Media/Communication Report – Gabriela Nazario**

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
LinkedIn Members	305											
Instagram Followers	63											
Facebook Followers	126											

## Linked In

	Jan	Feb	Mar	Apr	May	June
Followers (Total)	305					
Followers (New)	17					
New Followers Over Previous Month	70%					
Impressions	1200					
New Impressions Over Previous Month	145.9%					
Reactions	53					
New Reactions Over Previous Month	341.7%					
Comments	1					
Repost	1					
Competitor Highlights						
Total Posts	5					
Posts vs Competitors	-41.7%					
Engagement Rate	23.5%					
Engagement Rate vs Competitors	51.2%					

## Certification Report – Tricia Kleber

- SHRM Approval – February monthly meeting
- HRCI Approval – February monthly meeting
- Waiting to Obtain – March discussion group; March monthly meeting

## Student/Emerging Professional Liaison – Cindy Parker/Christine Sullivan

They are working on the Pathways to Success: HR Insights & Networking. Anyone who is on the panel should be at GMU by 1:15 pm. Panelists are Nicole Davis, Tricia Kleber, Christine Sullivan, and Molly (a former student of Cindy's with 3 years of experience). The career panel will be from 1:30 pm – 2:45 pm and the networking portion will be from 3:00 pm – 4:15 pm.

## President's Report – Mary Khattak

The revised version of the by-laws were sent to the senior board members for their comments. Once that happens, the by-laws will be sent to the rest of the board for approval.

If anyone would like a name tag, please let Mary know.

Mary has spoken with Paula at SHRM and they are working towards getting the Loudoun zip code issue fixed.

## Next Board Meeting: March 2, 2026

Meeting adjourned: 6:44 pm

Respectfully submitted,  
Tricia Kleber

Last edited: February 2, 2026