

CVSHRM Board Meeting Agenda 04.06.2021

- Financial Report – Megan
 - ◆ Income for March - \$5,910.51
 - ◆ Total expenses for March - \$8,249.87
 - ◆ Total Loss for March - \$2,339.36
- Membership Report – Katie
 - ◆ Currently have 130 members
 - Up 8 members from last month
 - 10 members pening -- not included in 130
 - 8 students
 - 1 other member
 - 1 potential spam
 - ◆ Sent emails out of people who did not renew -- not sure on return from these
 - ◆ Economic inclusion list --
 - Skim through list and see if you know anyone who is out there and reach out to see if they'd be interested in joining CVSHRM
- Certification Report – Karen
 - ◆ Putting together certificate for Tuesday meeting
 - ◆ Heard back from Tom (May presenter) -- drafting email to Karla
 - Sending to SHRM and HRCI for certification
 - ◆ Sent email to June presenter to get info for certification
 - ◆ 11 members trying to get their SHRM certification as well
 - ◆ SHRM is now allowing for quarter credits
- Marketing Report – Bryanna
 - ◆ Try an EventBrite for May meeting to get more interest
- Workforce Readiness Report – Kyle
 - ◆ Partnering with Economic Inclusion Committee
 - Group of people who are business leaders that come together (network) with the goal to connect people who are working on DEI work and need to understand best practices, connect with broader community → SHRM is on board for connection to HR
 - Nominated for Cedar Valley NonProfit Award
 - ◆ Trying to get a meeting coordinated with the new director for One Cedar Valley
 - Looking to get something scheduled for Thursday (potentially?)
 - Optional for group
 - ◆ Guidance from group -- scholarship application window closed on 3/30
 - We only have one applicant at this point (7-8 applicants at this point)
 - Kacey Roister - UNI Student
 - Ideally we would have a larger pool of candidates to choose from
 - Reminders have been sent out and we didn't see much of a response
 - To UNI and Hawkeye students
 - Extend application period or give Kacey the scholarship?
 - Extend deadline 2 weeks to see if we can gain more interest
 - New deadline - 4/23
 - Sending to HAWkeye, UNI, Upper Iowa and Wartburg
 - ◆ Legislation - Vaccinations --

- Lots of research and guidance available to employers
- Targeted communications to members -- would this be helpful?
 - This could definitely be helpful
 - Might be interested in what other organizations are doing -- open dialogue for best practices
 - Survey members and see what other Cedar Valley businesses are doing?
 - LinkedIn discussion group kick off topic?
- WFH permanently?
 - Other feedback from your experiences?
 - Bringing people back if we can social distance
 - Waiting until everyone can go back (all states)
- Incentives for vaccination
- Education campaign for vaccines
- Remove mask mandates with 75% vaccination?
 - Potential CDC issues?
- Vaccine Clinics - through pharmacies and Health Department
 - On-site and off-site
- Using FFCRA time for vaccines
- Send survey to members and then release data to members?
 - Might get better responses since it is a hot topic
 - Lauren can help with this!

→ Special Projects Report – Cat

- ◆ Put together survey to gauge interest in topics for the UNISHRM topics
 - Not a lot of survey responses
 - Maybe send out in another week to get more data?
- ◆ Connected with Karen about Hawkeye program -- several months out
 - Definitely a potential down the road

→ President-Elect Report – Lauren

- ◆ Recording meetings and live cast
 - Go To Meeting -- had that option but Zoom does not
 - Best option -- on demand and then potentially email it out to people who had registered for the session
 - Potentially look at GoToMeeting based on pricing?
 - Certification issues?
 - Maybe some way to put it at the end?
 - Maybe add a slide saying to email Karen if you'd like the certification for viewing?
 - Zoom -- can't upload a file with the webinar
 - Maybe send to speaker prior to meeting and ask them to insert it?
 - All speakers have been okay with it being on demand for 2 weeks after the meeting
- ◆ Sponsorships
 - July sponsorship -- only one missing
 - Working to get Irish Fest
- ◆ Idea of LinkedIn CVSHRM Group
 - LinkedIn could be more professional than Facebook?
 - Potentially use as a membership benefit
 - Use for topics and questions -- peer group
 - Annual audit to remove people who did not renew their membership?

- Allow people to connect that haven't had the chance to -- able to increase networking
- ◆ Could we have networking meetings at a separate stand alone time -- similar to a round table format?
 - Have topics and a mediator
- ◆ Peer Networking Group from Cedar Rapids --
 - Start with legislative updates
 - Go around with every single person and make them ask a question or say pass
 - Then they have a speaker for 60-80 minutes
 - 8AM - 11AM event
 - Time intensive and work heavy but a cool experience
 - Potential to use as a benchmark to know what other networking groups do
- President Report – Karla
 - ◆ Goals were sent out from individual meetings
 - Lots of great things to accomplish!
 - ◆ Keep in touch with the Elks if/when we decide to return to in person meetings
- Upcoming Meeting Report
 - ◆ Benefit Benchmarking -- Jennifer from Mercer
 - Interesting to see how you compare to others

CVSHRM FINANCIAL REPORT

2021 MARCH

	CURRENT	YEAR	ANNUAL	VARIANCE	
	MONTH	TO DATE	BUDGET	TO BUDGET	NOTES:
INCOME					
Membership Dues	\$1,200.00	\$4,445.00	\$ 13,500.00	(\$9,055.00)	PayPal, Square
Meals/Meeting		\$0.00	\$ 300.00	(\$300.00)	
Workshops	\$4,325.00	\$5,150.00	\$ -	\$5,150.00	CVSHRM Study Group
National/State SHRM	\$375.00	\$4,368.14	\$ 3,713.14	\$655.00	Q4 investment from SHRM
Sponsorships		\$1,800.00	\$ 2,400.00	(\$600.00)	
Disrupt HR		\$0.00	\$ 2,000.00	(\$2,000.00)	
Miscellaneous	\$10.51	\$13.86	\$ -	\$13.86	Interest on CD, Interest on Money Market Acct
TOTAL	\$5,910.51	\$15,777.00	\$21,913.14	(\$6,136.14)	
EXPENSES					
Chapter Administration	(\$224.72)	(\$1,055.44)	\$ (1,800.00)	\$744.56	PayPal Fees, Square Fees, Zoom Membership
Chamber Dues		\$0.00	\$ (500.00)	\$500.00	
Disrupt HR		\$0.00	\$ (2,000.00)	\$2,000.00	
Foundation		\$0.00	\$ (400.00)	\$400.00	
Leadership Support	\$974.50	(\$889.50)	\$ (6,000.00)	\$5,110.50	Bryanna McFarland National SHRM Membership, Molly National SHRM Conference Reimbursement
Certification Materials	(\$8,999.65)	(\$8,999.65)	\$ (6,000.00)	(\$2,999.65)	CVSHRM Study Group Materials
Meals		\$0.00	\$ (5,000.00)	\$5,000.00	
Membership Support		\$0.00	\$ (1,500.00)	\$1,500.00	
Postage		\$0.00	\$ (100.00)	\$100.00	
Scholarship		\$0.00	\$ (1,500.00)	\$1,500.00	
Speaker Fund		(\$1,220.00)	\$ (2,000.00)	\$780.00	
Student Chapter Support		\$0.00	\$ -	\$0.00	
Supplies/Printing		\$0.00	\$ (150.00)	\$150.00	
Web Site		\$0.00	\$ -	\$0.00	
Sponsorship		\$0.00	\$ (500.00)	\$500.00	
Misc.		\$0.00	\$ (100.00)	\$100.00	
TOTAL	(\$8,249.87)	(\$12,164.59)	(\$27,550.00)	\$15,385.41	

INCOME/ (LOSS)	(\$2,339.36)	\$3,612.41	(\$5,636.86)	\$9,249.27
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ASSETS	BEGINNING BALANCE	ENDING BALANCE
Checking	\$21,884.98	\$17,604.27
Money Market	\$13,800.04	\$13,801.80
PayPal	\$1,504.36	\$2,505.52
Petty Cash	\$3.10	\$3.10
CD	\$5,918.80	\$5,927.55
Savings	\$50.00	\$50.00
TOTAL	\$43,161.28	\$39,892.24