

CVSHRM Board Meeting Agenda 08.03.2021

→ Financial Report – Megan

- ◆ Income for July - \$206.76
- ◆ Total expenses for July - \$1,284.84
 - July Keynote Speaker
 - National SHRM Membership
 - Strictly Business: \$425 refund next month for bill issued in error
- ◆ Total Loss for July - \$1,078.08
- ◆ Reimbursement for State SHRM Attendance? Yes
 - \$50 last year
 - Do we want to do this?
 - Good giveback from the membership perspective
 - Incentivizes people to attend the conference
 - \$50 for 2021 Conference Reimbursement
 - Electronic reimbursement form? (Secretary create)
 - Create form (2019 Reimbursement)
 - Verified they were an active member
 - Send to Megan to process reimbursement
 - Paid member as of July of that year
- ◆ Reimbursing study group members for passing the SHRM Exam
 - Karla reminding them to send her their passing certification sheet in order to be reimbursed
 - Two from our chapter that passed

→ Membership Report – Katie

- ◆ 156 Active Members
 - Increase of 3 members from July
 - Goal of 180 members

→ Certification Report – Karen

- ◆ Collaborating again with the two other SHRM chapters to do another study group this fall
 - Finalizing details next week
- ◆ Start end of August - end of November
- ◆ SHRM is offering up to 5 certifications for free -- board members that want to take advantage of this? (can be used to test up)
 - Deadline: September 1st
 - Lauren - tentatively interested in testing up
 - Will let members of the study group know that have expressed interest in retesting that there are options
 - Pass along to all chapter members? Based upon interest from study group retesting
- ◆ August & September certifications ready to go

→ Marketing Report – Bryanna

- ◆ Putting things together for the clothing drive for the September meeting
 - More info will be on social media

→ Workforce Readiness Report – Kyle



→ One Cedar Valley - Patrick

- ◆ Who is going to the State Conference?
 - Social for Board Members at Buzzard Billy's - 5-7pm
- ◆ One Cedar Valley
 - Sitting President Elect position on the SHRM Board
 - Tools for employers around D&I
 - Lots in process!
- Special Projects Report – Cat
 - ◆ Still planning for 8/24 date for the social with UNISHRM at Pump Haus
 - Need to get communications out on this to our members
 - Doing after this meeting
 - Send out quick survey in the next member email of a potential headcount
 - \$300 for food
- President-Elect Report – Lauren
 - ◆ If you have an HRCI certification there's an Ethics course requirement for recertification
 - Comprehensive course on the website
 - Course on 8/31 -- virtual (\$5) from a SHRM chapter in Alabama
 - ◆ Request from Courtney - at MercyOne -- emailed last week -- asking what people are doing for hiring incentives in the Cedar Valley
 - Creating a survey to include in the email
 - Industry?
 - Employee count?
 - Hiring needs?
 - Hiring incentives?
 - ◆ Do you use them?
 - ◆ What do you use?
 - Starting pay rate?
 - Position Level?
 - Send any other question ideas to Lauren
 - ◆ Booking speakers for early next year (Q1 - 2022)
 - Starting to work through budget for next year
 - Speakers are booking up quickly
 - ◆ Tentative plan for next year
 - Hybrid of in-person/virtual
 - Virtual once per quarter or as needed
 - Share with/borrow from other SHRM chapters
 - Trying to find the balance to appeal to everyone
 - Topic:
 - Monetize HR department to corporate structure
 - Compliance/Legal once per quarter?
 - ◆ Could partner with other chapters and potentially offer virtually?
 - Dubuque, Cedar Rapids, Northern Iowa (Clear Lake)
 - Make It Okay Campaign (mental health focus)
 - Email Lauren with more ideas!
- President Report – Karla
 - ◆ Meeting at noon next week with Selena (virtual)
 - ◆ September meeting will be in person at the Elks
 - Reached out and confirmed with Elks Club

- Send counts to Elks (Secretary)
 - ◆ November meeting will be virtual (speakers request)
 - ◆ December meeting -- likely in person
- COVID-19 Surges in Offices?
- ◆ Some are

CVSHRM FINANCIAL REPORT					
2021 JULY					
	CURRENT	YEAR	ANNUAL	VARIANCE	
	MONTH	TO DATE	BUDGET	TO BUDGET	NOTES:
INCOME					
Membership Dues	\$130.00	\$5,877.50	\$ 13,500.00	(\$7,622.50)	PayPal
Meals/Meeting		\$0.00	\$ 300.00	(\$300.00)	
Workshops		\$6,550.00	\$ -	\$6,550.00	
National/State SHRM		\$4,368.14	\$ 3,713.14	\$655.00	
Sponsorships	\$75.00	\$2,250.00	\$ 2,400.00	(\$150.00)	Care Initiatives Job Posting
Disrupt HR		\$0.00	\$ 2,000.00	(\$2,000.00)	
Miscellaneous	\$1.76	\$29.35	\$ -	\$29.35	Interest on Money Market Acct
TOTAL	\$206.76	\$19,074.99	\$21,913.14	(\$2,838.15)	

	CURRENT	YEAR	ANNUAL	VARIANCE	
	MONTH	TO DATE	BUDGET	TO BUDGET	
EXPENSES					
Chapter Administration	(\$79.55)	(\$1,869.16)	\$ (1,800.00)	(\$69.16)	PayPal Fees, Zoom Membership
Chamber Dues	(\$425.00)	(\$425.00)	\$ (500.00)	\$75.00	Strictly Business 2021
Disrupt HR		\$0.00	\$ (2,000.00)	\$2,000.00	
Foundation		\$0.00	\$ (400.00)	\$400.00	
Leadership Support	(\$219.00)	(\$2,544.00)	\$ (6,000.00)	\$3,456.00	Karla Dewey Goings National SHRM Membership
Certification Materials		(\$8,999.65)	\$ (6,000.00)	(\$2,999.65)	
Meals		\$0.00	\$ (5,000.00)	\$5,000.00	
Membership Support	(\$61.29)	(\$61.29)	\$ (1,500.00)	\$1,438.71	July Board Meeting Drinks/Apps
Postage		\$0.00	\$ (100.00)	\$100.00	
Scholarship		(\$1,500.00)	\$ (1,500.00)	\$0.00	
Speaker Fund	(\$500.00)	(\$1,720.00)	\$ (2,000.00)	\$280.00	Liz Nead Keynote Speaker for July
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	(\$1,284.84)	(\$17,119.10)	(\$27,550.00)	\$10,430.90	
INCOME/ (LOSS)	(\$1,078.08)	\$1,955.89	(\$5,636.86)	\$7,592.75	

ASSETS	BEGINNING	ENDING
	BALANCE	BALANCE
Checking	\$17,383.72	\$17,047.55
Money Market	\$13,806.96	\$13,808.72
PayPal	\$2,133.90	\$1,609.23
Petty Cash	\$3.10	\$3.10
CD	\$5,936.12	\$5,936.12
Savings	\$50.00	\$50.00
TOTAL	\$39,313.80	\$38,454.72