

Board Meeting | Date: 02/01/22

→ Financials: Megan Hix:

- ◆ Expenses –
 - Survey Monkey membership
 - National SHRM Membership
 - Speaker Fee
- ◆ One outstanding sponsorship invoice for April
- ◆ State SHRM reimbursements - not yet received?

→ Workforce Readiness/College Relations: Angie Boreman

- ◆ Once per year we have a social with UNISHRM – maybe we can expand this to Hawkeye students as well?
- ◆ Scholarship

→ Marketing: Laci Mulder

- ◆ Goal is at least one post per week
 - Last week: meeting post
 - This week: membership post
- ◆ Still sourcing an intern to help with social media
 - Considering high school students
 - Considering college students
 - Have a post approval process

→ Membership: Katie Witte

- ◆ Haven't seen any student memberships yet
- ◆ 96 members as of today on a goal of 200 members
- ◆ Free meeting vouchers?
- ◆ Contacting people at smaller organizations who wear multiple hats and could benefit from HR info
- ◆ Creating free meeting voucher & adding code in Eventbrite
- ◆ Looking to see who hasn't renewed from last year and reach out to those members

→ Certification: Karen Reynolds

- ◆ Have February and March forms ready
- ◆ Having study group this spring

→ Secretary: Elizabeth Mettlin

- ◆ Had 5 people do surveys – continue to encourage people to take the survey
- ◆ Gift card giveaway?
- ◆ Add info option to the February survey to see if that changes things
- ◆ Announce at February meeting (add to QR code)
- ◆ Announce at March meeting

→ President Elect: Holly DiMarco

- ◆ Sponsorships are making progress
 - March is still open – still working on this
 - Handful of months confirmed
- ◆ Junior Achievement

- Opportunity to come speak to recruit volunteers
- Potentially have them speak in March?

→ President: Lauren Mork

◆ Goals updates – these will be ready soon

- Economic & Inclusion Summit adding for DE&I
- CVSHRM President will be part of the planning committee and have a seat on the committee going forward

◆ Disrupt HR

- Kyle, Patrick & Molly started in 2019
- Event is a networking social
- 20 speakers who talk for 5 minutes each and their slides advance every ## seconds
 - Goal is to spark ideas
- Kyle, Patrick & Molly want to host it again on behalf of CVSHRM in June
- Pricing options:
 - Look at having at Single Speed instead of the Elks
 - Costs are based on having 100 people attend
 - ◆ Had 57 attend in 2019
 - Way too expensive for CVSHRM perspective
 - Spend \$4275 with income of \$300
 - In 2019: total cost was \$2900
 - Have CVSHRM members pay \$20 to attend; was \$10 for 2019
 - \$500 license to purchase from Disrupt HR
 - ◆ Not sure how long the license would last - potential of one year?
- Disrupt HR is a great event but don't feel comfortable basing pricing on 100 people attend and getting \$2100 in sponsorships
- Having it at the Elks like in 2019 and increasing sponsor involvement to make it free for SHRM members and then \$30 for non-members
- 57 total 2019 attendees:
 - 26 total non-members
 - 31 CVSHRM members
- Board members didn't have to pay to attend in 2019
- Great opportunity but it's a big price increase
- Maybe keep it similar to 2019 to see how it goes since this is the second event based on participation
- Don't think members should have to pay a fee since CVSHRM is paying the cost of the event
- COVID-19 precautions and space in the Elks to accommodate more people with more space
- Who is responsible for finding the sponsors?
- CVSHRM support requested:
 - Administrative - what does this mean?

- Financials
 - Marketing
 - Door prizes or prizes for attendees?
 - Past President: Karla Dewey-Goings
 - ◆ Thank you for being a great board!
 - Announcements:
 - ◆ Financials
 - ◆ Study Group
 - ◆ Membership Reminder (will have Square for payment option)
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Financials | January 2022

CVSHRM FINANCIAL REPORT					
2022 January					
	CURRENT MONTH	YEAR TO DATE	ANNUAL BUDGET	VARIANCE TO BUDGET	NOTES:
INCOME					
Membership Dues	\$2,100.00	\$2,100.00	\$ 14,000.00	(\$11,900.00)	PayPal
Meals/Meeting	\$41.58	\$41.58	\$ 300.00	(\$258.42)	PayPal
Workshops	\$0.00	\$0.00	\$ -	\$0.00	
National/State SHRM	\$0.00	\$0.00	\$ 4,000.00	(\$4,000.00)	
Sponsorships	\$1,125.00	\$1,125.00	\$ 2,400.00	(\$1,275.00)	Sponsorships-Upper Iowa University, DuPaco Community Credit Union, Financial Resource Advisors/Unity Point and Dale Howard Auto Center Job Postings
Disrupt HR	\$0.00	\$0.00	\$ 500.00	(\$500.00)	
Miscellaneous	\$1.76	\$1.76	\$ 100.00	(\$98.24)	Interest on Money Market Account
TOTAL	\$3,268.34	\$3,268.34	\$ 21,300.00	(\$18,031.66)	
EXPENSES					
Chapter Administration	(\$468.92)	(\$468.92)	\$ (2,000.00)	\$1,531.08	PayPal Fees, Square Fees, Evenbrite Fees, Survey Monkey Annual Subscription, Zoom Membership
Chamber Dues	\$0.00	\$0.00	\$ (900.00)	\$900.00	
Disrupt HR	\$0.00	\$0.00	\$ (2,000.00)	\$2,000.00	
Foundation	\$0.00	\$0.00	\$ (400.00)	\$400.00	
Leadership Support	(\$287.85)	(\$287.85)	\$ (5,000.00)	\$4,712.15	December Board Meeting, Past President Gift, Karen Reynolds National SHRM Reimbursement
Certification Materials	\$0.00	\$0.00	\$ (3,000.00)	\$3,000.00	
Meals	\$0.00	\$0.00	\$ (7,500.00)	\$7,500.00	
Membership Support	(\$50.00)	(\$50.00)	\$ (2,000.00)	\$1,950.00	RAD Reimbursement for State SHRM Conference
Postage	\$0.00	\$0.00	\$ (50.00)	\$50.00	
Scholarship	\$0.00	\$0.00	\$ (1,500.00)	\$1,500.00	
Speaker Fund	(\$500.00)	(\$500.00)	\$ (3,000.00)	\$2,500.00	S15 Therapy Consulting-January Speaker
Student Chapter Support	\$0.00	\$0.00	\$ (200.00)	\$200.00	
Supplies/Printing	\$0.00	\$0.00	\$ -	\$0.00	
Website	\$0.00	\$0.00	\$ (64.95)	\$64.95	
Sponsorship	\$0.00	\$0.00	\$ (500.00)	\$500.00	
Misc.	\$0.00	\$0.00	\$ (100.00)	\$100.00	
TOTAL	(\$1,306.77)	(\$1,306.77)	\$ (28,214.95)	\$26,908.18	
INCOME/(LOSS)	\$1,961.57	\$1,961.57	(\$6,914.95)	\$8,876.52	
ASSETS					
	BEGINNING BALANCE	ENDING BALANCE			
Checking	\$14,592.09	\$19,880.01			
Money Market	\$13,817.40	\$13,819.16			
PayPal	\$4,685.83	\$1,576.72			
Petty Cash	\$3.10	\$3.10			
CD	\$5,948.10	\$5,948.10			
Savings	\$50.00	\$50.00			
TOTAL	\$39,096.52	\$41,277.09			

Chapter Meeting | 02/08/2022

- Chapter Announcements
 - ◆ January Financials
 - ◆ Membership Update
 - ◆ SHRM Cert Study Group
 - ◆ Presentation Surveys
- Sponsor Message
 - ◆ Dupaco
- Presentation
 - ◆ Emotional Intelligence in the Workplace