

## CVSHRM Board Meeting Agenda 05.04.2021

- Financial Report – Megan
  - ◆ Income for April - \$2,046.70
  - ◆ Total expenses for April - \$1,559.32
  - ◆ Total Loss for April - \$487.38
- Membership Report – Katie
  - ◆ 148 active members
    - Last month = 130 members
      - 10 members were students
  - ◆ Economic Inclusion List -- didn't see anyone had gone in
    - Please go through this list and do any reach outs to see if they'd like to join CVSHRM
- Certification Report – Karen
  - ◆ Study group is going well! Just 3 meetings left!
  - ◆ Attendance has fluctuated a little
    - Hopefully just due to one-off conflicts
- Marketing Report – Bryanna
  - ◆ Will look into EventBrite
  - ◆ Schedule on drive is accurate? Yes
  - ◆ Tentative EOW -
    - Do \$25 for fee and then direct them to register them for the Zoom course
  - ◆ Posted to Facebook about next week's meeting
  - ◆ Planning to post Accel Platinum Award
- Workforce Readiness Report – Kyle
  - ◆ Scholarship Awards
    - \$1000 Scholarship Prize - Heidi
    - \$500 Scholarship Prize - Kasey
  - ◆ Video Acceptance to post to social media
    - Do two separate video clips and send to Bryanna to post on social media
  - ◆ COVID Hardship Claim/Membership -- use to drive engagement in the committee
    - Discounted membership or scholarship option due to COVID?
    - Half price membership early (May 15th)
    - Additional assistance needed/struggling due to COVID -- reach out to CVSHRM
      - We could change the wording on the invoice so we can use it for this to only have one form
  - ◆ Half-priced membership in June/July? Yes
  - ◆ Legal Updates:
    - Vaccine Survey - thank you for coordinating this!
    - Vaccine Passports for travel or returning to the office -- legal mess at this point
      - Watching for updates -- currently too soon to know
- One Cedar Valley - Patrick
- Special Projects Report – Cat
  - ◆ Met with UNISHRM Leaders --
    - Would like to schedule an in-person social with us on 08/24
      - Pump Haus upstairs
      - UNISHRM would be buying food

- People who are legal drinking age could purchase adult beverages downstairs
  - Social event and then a meet-and-greet for potential mentors
    - ◆ More details to come!
  - Feedback on Mentors
    - Heard back that the students didn't hear back from three mentors at all -- keeping this feedback for future mentorships
    - How to end the mentorship when it's time and no longer beneficial?
      - ◆ Putting together a guide on how to approach this situation
      - ◆ No one is currently initiating this conversation so it is causing some confusion
  - Attendance for socials
    - Always challenging to get CVSHRM members to attend beyond the board
    - Potentially do a door prize to drive attendance?
      - ◆ Like an Ipad?
    - Do we see concerns from our members related to COVID?
      - ◆ What is SHRM's stance on this? Do more research on this
    - How to engage them? What has been done in the past to engage them?
    - Do a poll to get thoughts/feedback on in-person events?
      - ◆ Send poll at the end of this month -- give one week to respond
      - ◆ Have results by end of June at the latest to let UNISHRM know for sure
- President-Elect Report – Lauren
- ◆ Haven't been able to get a July sponsor yet -- haven't gotten a response from Irish Fest yet
    - Reached out to Experience Waterloo (Tavis Hall)
      - Checking schedule and letting us know
  - ◆ August Sponsor -- have we received payment from her yet?
    - Send invoice to Lauren and she'll do a reminder
  - ◆ GoToMeeting vs. Zoom
    - Not interested
    - Additional \$15 per month with a maximum of 100 participants -- doesn't meet our needs
- President Report – Karla
- ◆ Reviewing bylaws -- will get sent out to everyone to look them over prior to submitting them
- Upcoming Meeting Report
- ◆ Compensation, Minimum Wage, etc. - Tom

**CVSHRM FINANCIAL REPORT**

**2021 APRIL**

	<b>CURRENT</b>	<b>YEAR</b>	<b>ANNUAL</b>	<b>VARIANCE</b>	
	<b>MONTH</b>	<b>TO DATE</b>	<b>BUDGET</b>	<b>TO BUDGET</b>	<b>NOTES:</b>
<b>INCOME</b>					
Membership Dues	\$1,070.00	\$5,515.00	\$ 13,500.00	(\$7,985.00)	PayPal, Square, Checks
Meals/Meeting		\$0.00	\$ 300.00	(\$300.00)	
Workshops	\$600.00	\$5,750.00	\$ -	\$5,750.00	CVSHRM Study Group
National/State SHRM		\$4,368.14	\$ 3,713.14	\$655.00	
Sponsorships	\$375.00	\$2,175.00	\$ 2,400.00	(\$225.00)	Distek Job Posting, Top Rank Sponsorship June
Disrupt HR		\$0.00	\$ 2,000.00	(\$2,000.00)	
Miscellaneous	\$1.70	\$15.56	\$ -	\$15.56	Interest on Money Market Acct
<b>TOTAL</b>	<b>\$2,046.70</b>	<b>\$17,823.70</b>	<b>\$21,913.14</b>	<b>(\$4,089.44)</b>	
<b>EXPENSES</b>					
Chapter Administration	(\$123.82)	(\$1,179.26)	\$ (1,800.00)	\$620.74	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	(\$1,435.50)	(\$2,325.00)	\$ (6,000.00)	\$3,675.00	Molly 2021 Annual Conference Registration
Certification Materials		(\$8,999.65)	\$ (6,000.00)	(\$2,999.65)	
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	
<b>TOTAL</b>	<b>(\$1,559.32)</b>	<b>(\$13,723.91)</b>	<b>(\$27,550.00)</b>	<b>\$13,826.09</b>	

<b>INCOME/ (LOSS)</b>	<b>\$487.38</b>	<b>\$4,099.79</b>	<b>(\$5,636.86)</b>	<b>\$9,736.65</b>
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<b>ASSETS</b>	<b>BEGINNING</b>	<b>ENDING</b>
	<b>BALANCE</b>	<b>BALANCE</b>
Checking	\$17,604.27	\$18,646.63
Money Market	\$13,801.80	\$13,803.50
PayPal	\$2,505.52	\$1,948.84
Petty Cash	\$3.10	\$3.10
CD	\$5,927.55	\$5,927.55
Savings	\$50.00	\$50.00
<b>TOTAL</b>	<b>\$39,892.24</b>	<b>\$40,379.62</b>