

**DULLES SHRM BOARD OF DIRECTORS
MEETING MINUTES FOR OCTOBER 3, 2022**

Board Members Present:

1. President – William Seidler
2. Secretary & Director, Certification – Tricia Kleber
3. Treasurer – Bryan Clickener
4. Vice President – Programs – Nakisha Griffin
5. Director, Community Service – Mary Khattak
6. Director, Discussion Group – Megan Hollywood
7. Director, Diversity & Workforce Readiness Advocate – Shareem Annan
8. SHRM Foundation Representative – Rae Shimon
9. Past President and Director, Membership – Charlan Cornwell

Board Members Absent:

1. Legislative Liaison – Matt Nieman
2. Director, Marketing & Communications – Erin Moody
3. Director at Large – Nicole Davis

Vacant Position:

1. President Elect
2. Vice President, Sponsorships
3. Director, Registration
4. Student/Emerging Professional Liaison

MEETING STARTED – 5:33 pm

Will called the meeting to order.

Secretary's Report – Tricia Kleber sent out the September minutes for approval. Bryan motioned the minutes; Will seconded. Megan, Rae and Charlan abstained from voting. Everyone else in attendance approved the minutes and Tricia will post them to the website.

Treasurer's Report – Bryan Clickener – Balances as of 10/3/2022

- Truist checking - \$7461.44
- Truist savings - \$16235.25
- PayPal - \$2691.78

All of the bills have been paid.

Programs' Report – Nakisha Griffin

Programs for 2022

- October – How to Improve Your Recruitment Efforts – Carla Redfield
- November – How to Attract and Retain Team Members – Karen Snyder
- December – Holiday Party

Membership Report – Charlan Cornwell

- Active Members – 140 active members

Sponsorship Report – Vacant

- Yearly Sponsor – Paycor
- Monthly Sponsors
 - October Meeting – Bryan’s company will be sponsoring this one
 - November Meeting
 - December Holiday Party

Registration Report – Charlan Cornwell/Will Seidler

September Meeting

- Registrants – 4, not including Matt, live; 20 virtual
- Speaker – 1
- Total Attendees – 25

Community Outreach Report – Mary Khattak

No changes

Discussion Group Report – Megan Hollywood

August Discussion Group

- Topic – Intentional Work Life Balance
- Date – August 4
- Attended – 8

September Discussion Group

- Topic – HR Analytics and Tool Demonstration
- Date – September 1
- Attended – 10

October Discussion Group

- Topic – HR Driving Organizational Change – The Three Secrets of ChangeMakers
- Date – October 6

November Discussion Group

- Topic – Building an Effective Diversity, Equity, and Inclusion (DEI) Strategy
- Date – November 7

December Discussion Group

- Topic – Coaching-Navigational Conversations
- Date – December 5

Social Media/Communication Report – Erin Moody

- LinkedIn Members – 1066, up 9 from last month
- Twitter Followers – 1038, down 1 from last month
- Instagram Followers – 56, up 4 from last month
- Facebook – 126, same from last month

Certification Report – Tricia Kleber

- SHRM Approval – October Discussion Group; October Meeting
- HRCI Approval – October Discussion Group; October Monthly Meeting
- Waiting for HRCI Approval –
- Waiting to Obtain – November meetings/discussion groups and beyond

Old Business

At one time, we talked about theming our meetings and discussion groups but that never went anywhere. That might be something we want to look at for the future.

We also talked about doing another meeting on specific topics and having these truly discussions. Each meeting would be on 3 topics, and we would limit the meetings to a few participants and have breakout rooms for each topic to be discussed. Bryan will talk with Megan to see if there are any available times for us to do a discussion group on this.

Will would like to spend 5-10 minutes with each Board member discussing what they want to do for next year.

New Business

We had a discussion of merging Loudoun/NOVA/Dulles SHRM chapters. For the pros, it would be under one website; some overlap in board positions, more content for our members, maybe easier on finances. We would be a MSA (member services arrangement) with NOVA. It could be easier for the board positions as we could have more people who might want to be involved. The plan would be to discuss this today and vote on it next month. Anyone who wants to remain on the Board would be able to do so.

Bryan wanted to know how it would work – would all three join as one? NOVA would be the one to file the taxes; they would be the primary group. Loudoun is struggling like we are, especially in attendance. NOVA has had some struggles with membership and meetings. Bryan stated that we're more "folksy" than NOVA – what about just Dulles and Loudoun merging? NOVA has approved us going forward. Loudoun is also discussing this option. Will feels that if we just merge with Loudoun, we could have more issues.

Ray asked if we were being seen as a struggling chapter, and Will said no. It's just resources and bandwidth. Rae stated that since our size is more appealing to many people, could we still have meetings in our locations?

We do have differences in programming – we have the discussion groups, and our monthly meetings are more based for everyone, whereas NOVA has SIGs instead of the monthly meetings.

We would have one distribution list, one set of finances, one board. How the board would look would be decided by all members of each board. Meetings could be scattered throughout the region instead of just the one region where they are part of.

Megan feels like the branding could be better if we move. She also feels like they are pretty well organized.

Tricia stated that she's not in favor of merging. Tricia has been with Dulles SHRM for many years and likes the way that we are structured and organized. We have more of a family feel than NOVA SHRM does. She feels like we treat our members better, and we're not looking at just adding numbers to our membership.

Shareem asked how the board members would be selected, and that would be based on interest, but your current role isn't necessarily guaranteed.

Bryan asked if this has to be decided by the end of the year, and Will wasn't sure; he would check on this, and so would Bryan. Will would like to take our time to make sure that we pick the right solution for the group. He would feel more comfortable if we had a joint session with the NOVA SHRM board members as to how they see us merging in with them.

Rae would also be interested in this because she knows how stretched the Board is. Do we have anyone interested in joining the Board?

Next Board Meeting: November 7.

Meeting adjourned: 6:23 pm

Respectfully submitted,
Tricia Kleber

Last edited: November 2, 2022