

**DULLES SHRM BOARD OF DIRECTORS
MEETING MINUTES FOR NOVEMBER 7, 2022**

Board Members Present:

1. President – William Seidler
2. Secretary & Director, Certification – Tricia Kleber
3. Treasurer – Bryan Clickener
4. Director, Community Service – Mary Khattak
5. Director, Discussion Group – Megan Hollywood
6. Director, Marketing & Communications – Erin Moody
7. Legislative Liaison – Matt Nieman
8. SHRM Foundation Representative – Rae Shimon
9. Past President and Director, Membership – Charlan Cornwell
10. Kateryna Bender – NOVA SHRM

Board Members Absent:

1. Vice President – Programs – Nakisha Griffin (on for just a few minutes)
2. Director, Diversity & Workforce Readiness Advocate – Shareem Annan
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 – 5:30 pm

Will called the meeting to order.

Secretary's Report – Tricia Kleber sent out the October minutes for approval. Rae motioned the minutes; Mary seconded. Matt needs to abstain. Everyone else approved the minutes and Tricia will post to the website.

The meeting focused on the potential merger with the Loudoun and NOVA SHRM chapters. Kat from NOVA SHRM joined us for the first 30 minutes. Will went over some of the positives for having the two chapters merge in with NOVA. There are no legal issues if the chapters merge together since all three chapters are 100% chapters. Dulles and Loudoun would have to be MSAs with NOVA SHRM, where NOVA SHRM is the host chapter, since they are the larger chapter. We would need to look at what the dues would look like. On the accounting side, there are no problems as we all use the same accountant.

Rae wanted to know what NOVA SHRM's Board thinks of this. All of NOVA SHRM's board members voted for this in September. However, we don't know how many board members there will be or what positions will be available for our board members.

Kat thinks that the overall chapter could be stronger if everyone merges together. She would love for Will to continue in a Leadership role. Their board is mostly full – they really need someone for the programs.

Tricia asked why we wouldn't create a new chapter instead of having to be a subset of NOVA SHRM. Kat really couldn't explain why we couldn't do this. Kat doesn't think that the members would notice a difference if we were NOVA SHRM or Dulles SHRM.

Kat jumped off the call and we discussed this more. Matt asked if this was more that Dulles SHRM is not going to survive much longer so NOVA SHRM would let us join their chapter. It seems like they just need someone to do programming. Will said that we're doing okay.

Tricia stated that any of our members could go to any meetings – they are not subjected to just attend our meetings. But they stayed with us because they liked what we had to offer.

Matt stated that it is strange that a chapter with 600 members can't get a programming person and want to merge with us because we have that part down pat.

Bryan asked if we've polled our members asking what they want. We have not done that.

Rae stated that her opinion is that the NOVA SHRM chapter is very clicky. She would hate to lose our voice. She is unsure as to how we would be received.

Matt suggested having a year-long co-chapter branding to see how our members like this. People joined our chapter because of where we are and what we have to offer. We would see if Loudoun would want to join us. Will doesn't know if the co-branding would work since we would need more help than what we currently have.

Will thinks that we should send out a survey on this to find out what our members want. Bryan suggested first mentioning this in our next chapter meeting and putting it out there to our members, stroking some fires to get more interest. Matt stated that the survey should be conducted more along the lines of trying to get more participation from our members.

Tricia brought up doing a "Meet the Board" night and invite the members to come and learn about what we do – let them ask questions of our roles and see if that can inspire some interest in members joining the Board. Matt suggested we do this as part of our Holiday party. Tricia will work on putting together something on the "Meet the Board" and Will and Matt will work on the survey. Bryan suggested that at every monthly

chapter meeting, one board member talks about their role. If we were to do this all the time, we would continuously be recruiting for the Board. Matt talked about having a director for the majority of the roles and having a few people helping out.

We talked about what Loudoun was going to do. For their last Board meeting, no one showed up. Matt stated that it seemed like for Loudoun to join us would be like us joining NOVA SHRM. It would make more sense to work with Loudoun instead of Loudoun joining us.

New Business

Next Board Meeting: December 5, 2022.

Meeting adjourned: 6:23 pm

Respectfully submitted,
Tricia Kleber

Last edited: November 7, 2022