The Board of Directors Retreat for CBSHRM was called to order by Board President Luis Cabrera at 5:45 p.m. at Executive Surf Club, 309 N. Water St., Corpus Christi, Texas 78401. Quorum was established.

**COASTAL BEND SHRM**

**Minutes – Board of Directors Retreat**

**January 10, 2019**

**Board Members Present:**

Luis Cabrera, PHR, SHRM-CP – President

Toni Nerren, PHR – Past President

Bill Hibbs – Member at Large

Christie Montalvo, PHR, SHRM-SCP – VP Marketing & Public Relations

Elizabeth Shockley, CSP – VP Professional Development

Ludy Ramirez – VP Membership

Stephanie Molina – VP Finance – **Not able to attend**

Melissa Quinones – VP Community Outreach

Cassondra Casanova, PHR – VP Legislative Affairs

Kaylee Hawkins, PHR, SHRM-CP – Secretary

**Board Approvals**

December 2018 & Year End Financials were presented by Jerry Henry, SPHR. No questions on behalf of Board members, Liz Shockley made a motion to approve financials, Toni Nerren second the motion; Board approved the Financial report for December 2018 and Year End Financials.

BOD Meeting minutes from December 2018 were presented by President Luis Cabrera. No questions or comments on behalf of Board members. Bill Hibbs made a motion to approve the mentioned meeting minutes, as they are, Christi Montalvo second the motion; Board approved the December 2018 meeting minutes.

The 2019 Budget was presented to the Board members by President Luis Cabrera. At this time the 2019 Professional Development Lunch Rate was discussed. The Ad Hoc committee suggested to Luis Cabrera to lower the monthly luncheon to $20 a person. Luis Cabrera made an analysis by taking the 2018 attendance numbers with a $20 cost for monthly luncheon and an additional loss was discovered. Liz Shockley asked for Luis Cabrera to see if attendance was historically higher when the luncheon was $20 to see if there was a difference. Christie Montalvo suggested lowering prices on monthly luncheons with historically lower attendance to attract members. The suggestion was to make this a deal once a quarter. Luis Cabrera is going to rework the monthly income to reflect on the 2019 Budget to see what suggestions will help. This will be approved at next board meeting.

Luis Cabrera presented the Travel Reimbursement Policy. The Board discussed changing the verbiage of the rate of travel from “54.5 cents per mile” to “accordance to state rate.” Bill Hibbs made a motion that each person traveling is given a budget cap, Liz Shockley second the motion; Board approved. The amount of the individual budget cap was not decided. Luis Cabrera will update the travel policy with the guidelines for the next meeting.

Luis Cabrera addressed the vacancy of VP of Community Outreach. He appointed Melissa Quinones for this position. Board was in approval.

**New Board Orientation**

President Luis Cabrera reviewed the vision, structure and expectations for the board of directors.

**Goals, Initiatives, & Brainstorming**

President Luis Cabrera challenged the BOD to brainstorm new ideas and initiatives for the membership.

The first initiative is to engage the senior level HR professional in our area. Melissa Quinones suggested adding interesting topics that would appeal to the senior level HR professional. Ludy Ramirez suggested for our membership to bring their boss to lunch. Elizabeth Shockley suggested that we can ask topic of interests on the membership application.

The second initiative is to define and demonstrate the value and benefits of CBSHRM to our membership and community. The following suggestions were made: Mentorship program, networking first thirty minutes of monthly meeting, closed Facebook group, reaching out to student membership, having breakfast meetings, reaching out to our membership for volunteer opportunities and providing BOD business cards to new members.

The theme for the third initiative is giving back to our membership and our community. This will be an ongoing initiative.

No other business, Luis Cabrera made a motion to adjourn the CBSHRM January Board Retreat meeting, Elizabeth Shockley second the motion and the meeting was adjourned at 7:32 PM.