

MINUTES

BOARD OF DIRECTORS MONTHLY MEETING

JUNE 10, 2026 – 12:00 P.M.

HYBRID: ZOOM + IN-PERSON MEETING AT HERSH FAMILY LAW PRACTICE

I. CALL TO ORDER/WELCOME

Ryan Hill welcomed everyone to the meeting at 12:03 p.m.

II. APPROVAL OF THE MEETING MINUTES AND AGENDA

Ryan Hill made a motion to approve the May 13, 2026 board meeting minutes and Katrina Combs seconded the motion. All were in favor, and none opposed, and the motion to approve the May 13, 2026, Board Meeting minutes carried.

Ryan Hill made a motion to approve the June 10, 2026 Board Meeting agenda, and Shannon Oliver seconded the motion. All were in favor, and none opposed, and the motion to approve the June 10, 2026 Board Meeting agenda carried.

III. POLICIES & PROCEDURES EDITS FOR REVIEW & APPROVAL

The Board continued discussion regarding membership referral incentives. Ryan Hill reviewed historical referral data and proposed increasing the referral incentive from \$25 to \$100 to encourage membership growth. Board members agreed that the value of gaining new members outweighs the one-time referral expense. The Board also discussed extending referral incentives to Business Partners. Consensus was reached to offer the same \$100 referral incentive to both members and Business Partners. Referral incentives will also be honored for referrals made by chapter members in good standing from other chapters. The Board discussed promoting the referral program through the Business Partner sponsorship brochure, chapter website, newsletter, social media, and chapter events.

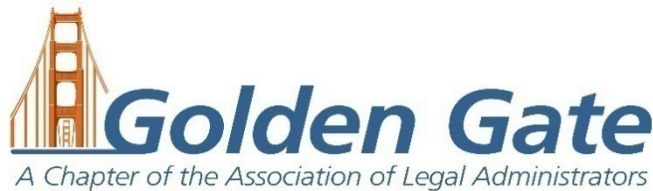
Ryan Hill reviewed additional edits to the Policies & Procedures document, including updates related to education session budgets, Executive Committee dinners, and administrative language.

Ryan Hill moved to approve the revised Policies & Procedures document. Javier Morelos seconded the motion. The motion carried unanimously.

IV. BUDGET REQUESTS

The Board reviewed three unbudgeted funding requests for consideration.

Webmasters: Ingrid Hester presented a request to upgrade the chapter's StarChapter subscription to increase non-member database capacity. The proposed upgrade would increase non-member capacity from approximately 2,000 contacts to 8,000 contacts and would cost an additional **\$120 annually** (approximately \$10 per month). Board members discussed the value of maintaining a larger contact database to support marketing efforts and promote chapter programs (AI Series, K2L, salary survey, other educational events).



Social Media: Kira Hansen presented a request for a social media management platform at a **cost of \$450 annually**. Kate Bristol recently joined the Social Media & Communications Committee and recommended implementing a platform to streamline content planning, scheduling, and publishing across multiple social media channels. The platform would improve consistency in chapter communications, allow posts to be scheduled in advance, enhance tagging and tracking capabilities, reduce reliance on manual posting, and support continued growth of the chapter's online presence and membership recruitment efforts.

Certifications: Linda Belcher presented a request to upgrade the chapter's SHRM certification level from Bronze to Silver at a cost of **\$275 annually**. The chapter has reached its current certification threshold for SHRM-approved educational programming. The upgrade would allow the chapter to continue offering SHRM-certified educational sessions for the remainder of the current board year and into the next year. Board members noted that SHRM-certified programming continues to be requested by members and provides valuable continuing education opportunities for HR professionals.

Ryan Hill moved to approve all three unbudgeted requests, totaling \$845 annually. Amie Morelli seconded the motion. The motion carried unanimously.

V. NEW MEMBER EVENT

Julie Burke provided an update on the New Member Event at Duane Morris on June 16. Six individuals had registered at the time of the meeting, with Membership Committee hoping to increase attendance. The event will include a national membership reimbursement/passport giveaway. Board member attendance will be limited to maintain an appropriate balance between members, prospective members, and leadership.

VI. BUSINESS APPRECIATION LUNCH

Mika Bekkerman reminded Board members that the Business Partner Appreciation Lunch will be held on June 25 at Sens and encouraged members to register and attend if they haven't already.

VII. BP LIASONS TO PARTICIPATE IN COMMITTEES

Matt Ogden reported that 12 Business Partners expressed interest in serving on chapter committees.

The BP Committee developed a proposed process to gather committee input and are awaiting confirmation and responses from committee members (responses due June 17, 2026). Once committees confirm, the BP committee will reconfirm Business Partner interest and match interested individuals with appropriate committees. The BP Committee will review participation requests before assignments are finalized.

Kira Hansen noted that similar programs have been successful in other chapters.

VIII. COMMITTEE UPDATES

Social Media & Communications: Ryan Hill reported that Kate Bristol has joined the committee.



Business Partner: The committee is seeking one to two additional volunteers following Abeda Bayanzai's departure.

50th Anniversary Party: Kim McDade and Jennifer Connon have joined the planning efforts, and discussions are underway regarding potential venues and event logistics. The committee is coordinating with the Events Committee to avoid conflicts with Holiday Party venue selection and scheduling. Ryan Hill reported strong interest from past chapter presidents, many of whom have expressed a desire to participate in planning the milestone celebration.

BP Expo: Planning is beginning for the 2027 BP Expo. Ryan reported that several volunteers have expressed interest in serving on the planning committee. The chapter has secured the use of Cooley as the event venue thanks to Steve Morris. Board members are encouraged to contact Ryan Hill directly if they are interested in joining the planning committee.

DEIA: The committee is exploring a managing partner/general counsel panel event with SF La Raza featuring representatives from the Warriors, Giants, and 49ers.

A DEIA committee member raised a sponsorship issue involving a new Business Partner in which the Business Partner overpaid for their sponsorship level, and suggested using the excess funds for this event. Due to concerns regarding sponsorship level benefits and current offerings to our top-tier level Business Partners, the board did not support this. Ryan Hill will review the overpayment to determine how to handle the refund.

IX. MEMBER SURVEY

Javier Morelos reported that approximately 30 survey responses had been received, exceeding last year's participation. Members have until the end of the week to complete the survey. He noted that, under the new survey format, respondents are able to submit partial responses, and many appear to stop after pages two or three. To encourage full participation, only members who complete the entire survey will be eligible for the gift card raffle.

X. EDUCATION SECTIONS AND CALENDAR UPDATES

Katrina Combs reported that the Finance Committee's educational session is scheduled for July 22 at Morrison Foerster, pending final confirmation.

Additional updates included: (1) Leadership & Management Committee is planning an August event; (2) HR Committee is planning programming for October; (3) Ops & Tech Committee is exploring topics for a September session.

Matt Ogden reminded education committees to reach out to the BP committee sooner than later for Business Partner sponsors for their respective educational programming.

XI. NEW BUSINESS

With no additional business to discuss, Ryan Hill adjourned the meeting at 1:01 p.m.



Board Members in Attendance: 29

Executive Committee*

Ryan Hill
Katrina Combs
May Rafanan
Shannon Oliver
Mika Bekkerman
Javier Morelos

Board/Leadership

Deneen Simon
Luis Agayo
Summer Cohee
Matthew Ogden
Sue Stratton
Kiran Thakkar
Julie Burke
Shannon Oliver
Aileen Connelly
Sarah Spry
Kira Hansen
Ingrid Hester
Dom Manuel
Robin Huey
Betty Smith *
Amie Morelli *
Linda Belcher
Nicholas de La Torre
Rosario Greenbaum
Chris Sims
Charity Woodward
Lilliane Villanueva
Steve Morris*

*Denotes a voting member; the majority of the Board's eleven voting members must be present to conduct business.

Veronica Vaskinn of Glatz Management Services, Inc., attended the Board meeting at the Executive Committee's invitation.

Respectfully submitted,
Mika Bekkerman
GGALA 2026-2027 Chapter Secretary