MARCH MEMBER MEETING MINUTES
March 20, 2025
Boathouse at Rocketts Landing
12:00-1:30p

- Meeting was called to order by Christine Purgason, President at 12:00pm.
- Introduce and Thank Business Partners by Christine Purgason:
    - Silver: Afinity- Grant Tschudy
    - Bronze: TrolleyHouse Refreshments – Michael Calkins
        - Member Prize Winner – Liz Coleman

Announcements

- 2025 Member Meetings
    - April – Aligniong Marketing with Firm Strategy- Country Club of Virginia
- April 24 – Tech For Troops Community Outreach
- May – ALA National Conference
- Announcement for any members wishing to be considered for VP of Business Partners – voting will occur next week.

Program

Best Practices When Ending Employment

Ending an employee's employment with your Firm is a daunting task. Esther Nand with Warren Whitney will explore best practices for ending employment, focusing on clear communication, compliance, and preserving workplace morale. Attendees will learn actionable strategies to handle ending employment with professionalism and empathy, ensuring a smooth process for both the organization and the departing employee.
This meeting is suitable for HR managers and any administrators who manage staff.



Esther Nand is an HR Consultant at Warren Whitney who brings ten years of experience in human resource management in both the nonprofit and private sectors. She provides a range of HR consulting services and solutions tailored to meet the unique needs of each organization. Esther's expertise includes nonprofit HR, planning, projects, and policy development. She also serves as fractional HR Generalist/Manager for our clients. Esther is a team player who thrives in collaborative environments.
Roles & Areas of Expertise:

- Compliance, Process Improvement & Policy Development

- Culture Development
- Team Building
- Employee Relations
- HR Technology Selection & Implementation
- Interim/Fractional HR Support
- Onboarding
- Benefit Administration
- Performance Management
- Talent Acquisition, Recruiting & Staffing

CLM® Application Credit: 1 hour in the category of Communication Skills.
CLM® Recertification Credit: 1 hour in the subject area of Communication and Organizational Management.

Meeting Attendance:

Total No. Members Attending	16
Total No. Guests w/Member	1
Total No. Guests w/BP	
Other Guests – Panel	
Speaker(s): (Member)	
Business Partners	4
TOTAL in Attendance	**23**

Meeting was adjourned at 1:30pm.

Respectfully Submitted,
Danielle Dann
Secretary, RALA