

**Lincoln Human Resources Management Association
Board Meeting – November 6, 2013
Minutes**

Members Present (X = present):

X	Judy Ganoung, President	X	Mark Pankoke, Past President	X	Barb Benes, Diversity
X	Melissa Price, Government Relations	X	Kathy Harper, Secretary/Admin. Asst.	X	Brian Willet, Membership
X	Kim Michael, Workforce Readiness	X	Jenessa Keiser, College Relations	X	Kenda Fink, Programs
X	Denice Sears, SHRM Foundation	X	Lindsay Selig, Treasurer	X	Kelly White, Marketing/Social Media
	Joel Scherling, Co-Certification	X	Amy Spellman, Co-Certification		

The meeting was called to order at 11:30 a.m.

Judy Ganoung, President

- Judy asked if everyone had turned in their volunteer committee member counts to Lindsay Selig for gift cards. Everyone had - Lindsay brought the cards and handed them out.
- Judy asked for suggestions on where to have the LHRMA BOD lunch in December. It was agreed we would go to Lazlo's
- Judy asked all program chairs if they had reviewed their committee's portion of the Policies & Procedures document to see if any updates were needed. Everyone needs to get this done and get their changes back to Judy ASAP.

Kenda Fink, Programs

- Reviewed upcoming November program and workshop – everything is ready to go.
- Kenda reviewed the membership survey she has put together. She will finish up and send to Kathy Harper to email out to the membership later this week.
- Kenda will review her portion of the policies and procedures and get back to Judy Ganoung.

Kelly White, Marketing/Social Media

- Kelly recently participated in a SHRM call, and found out more information on the procedures for our chapter using SHRM to do email blasts and to get mailing labels. She and her committee are working on a plan to use these resources to benefit LHRMA the most.
- Kelly will review her portion of the policies and procedures and get back to Judy Ganoung.

Kathy Harper, Secretary/Administrative Assistant

- Please submit December newsletter articles to Kathy by November 18th.
- Kathy has mailed out 2014 LHRMA membership renewal statements and included a note for people to add their SHRM membership ID; hopefully this will help out our SHRM numbers. The mailing included a separate page informing the membership of volunteer opportunities for LHRMA on our various committees.
- Kathy suggested they do a mailing out to those who did not renew last year to see if we can pick up some of those who dropped off.

Amy Spellman, Certification

- Working on promoting the spring study group. Asked the board for their thoughts on using the SHRM Learning System, and explained all of the advantages and costs associated with that. The BOD agreed to

try this for the spring 2014 session to see how it goes. Amy will work up a registration price list for this. Amy recommended giving a free membership with the cost of the study group price.

Barb Benes, Diversity

- Barb reported that the Voc Rehab open house that was originally scheduled for Oct. 24th was canceled.
- Valda Ford will speak for the LHRMA April program for \$1,000. Her normal fee is \$2,500. She will speak on "Unintentional Racism."

Kim Michael, Workforce Readiness

- Kim discussed options for promoting the '100 Jobs for 100 kids' program on the LHRMA website vs. starting a stand-alone website. The board suggested to keep using the LHRMA website, and just create a separate page for the program.
- Kim reported that she recently was contacted by Paul Little of Concordia College to present for his college group, which she did. Mr. Little asked if she would return. She thinks she may have helped create a relationship there for their program and our PHR/SPHR certification study group. She has connected them to Amy Spellman and Joel Scherling.
- Kim will review her portion of the policies and procedures and get back to Judy Ganoung.

Melissa Price, President Elect/Government Relations

- Melissa will present next year's BOD slate at the November program meeting, and then have the membership vote on it.
- Melissa will review her portion of the policies and procedures and get back to Judy Ganoung.

Mark Pankoke, Past President

- Mark will bring the updated bylaws to the January board meeting.
- Judy has worked on the policies and procedures document and has sent sections of it out to the corresponding board members to comment on.
- Mark suggested that the board work on a SHRM membership strategy for moving forward.

Lindsay Selig, Treasurer

- Lindsay emailed out the financial reports prior to the meeting. There were no questions.
- HBE is conducting the required financial audit.
- Lindsay will review her portion of the policies and procedures and get back to Judy Ganoung.

Denice Sears, SHRM Foundation

- Denice reported that we met our 2013 pledge to the SHRM Foundation.
- Denice will review her portion of the policies and procedures and get back to Judy Ganoung.

Brian Willet, Membership

- Brian discussed the SHRM/LHRMA membership, and stated that new SHRM memberships is not the problem. The problem is with SHRM members NOT renewing their SHRM memberships. No matter how much we promote SHRM membership to new members, we still need to see how we can help people see the value in a SHRM membership so that they renew it when the time comes. Brian also suggested that a long term plan for membership be developed in order maintain current SHRM members and still recruit new members. He mentioned that he thinks the reason we lost SHRM memberships was because we provided membership specials but didn't think about the long range impact those incentives would have at renewal time.

Jenessa Keiser, College Relations

- Nothing to report

Meeting adjourned at 1:23 pm

Respectfully Submitted,

Kathy Harper