**LHRMA April Board Meeting Minutes**

**Wednesday, April 8, 2020**

**Present**: Amy Dorenbach, Justin Schreier, Amber Dingwell, Jessica Reay, Beth Hemphill, Jamie Mohrman, Cindy Mefford, Nichole Hall, Robbie Seybert, Micah Lindblad, Lindsay Selig

**Absent**: Maggie Hayek, Jenessa Keiser, Angela Caldwell

**Action Items:**

* Amy will continue to reach out to HRAM to discuss a possible salary survey partnership.
* Maggie asked board members to review their financial budget items in Dropbox.
* Justin is going to continue working on membership renewals. Board members have been asked to reach out to 5-10 individuals to help with the effort.
* Jamie is going to continue working with Zach to get the website updated with information regarding Covid-19.
* Lindsay is going to work on finding a speaker for the May webinar.

**Beth Hemphill, Chapter Management Professional (CMP)**

* April newsletter submission deadline is April 20th. Get necessary items to Beth Hemphill. Best way to correspond is via e-mail ([lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com)).

**Amy Dorenbach - Secretary**

* Amy made a motion to approve the March minutes in Dropbox. Jessica approved the motion; Cindy seconded the motion. No board members opposed the motion.
* Amy stated that her and Jamie are waiting to hear back from Sarah at HRAM to discuss the salary survey. Amy tried calling Sarah for a meeting but did not hear back.
* The board discussed the salary survey for 2020. The board agreed that with trying to partner with HRAM and the current economic situation, we would delay proceeding with another salary survey until 2021. Jamie and Amy will continue to try and set up a meeting with HRAM.

**Maggie Hayek – Treasurer (Absent)**

* Krystal with HBE presented the financials for 2019 which were previously e-mailed out. Krystal stated that recordkeeping and reporting is being done appropriately and she has no concerns. Krystal stated LHRMA does currently have about two years of reserve funding so the board can discuss what we want to do with those funds.
* March Financials:
* Total Income for March: $4,134.02
* Total Expenses for March: $7,206.07
  + HBE - $1,600.00
  + The Graduate - $1,788.84
  + Hillcrest - $1,079.47
* Cindy asked if we had received a refund from the Lincoln Firefighter’s Reception Hall for the April meeting. Jamie is going to check with Maggie on this. Lindsay looked in the financials and did not see that it had been received.
* Jamie made a motion to approve the March financials. Robbie approved the motion; Lindsay seconded the motion. No board members opposed the motion.
* Maggie asked board members to review the financial budget in Dropbox so we can get it approved. All items have been updated as requested. Let Maggie know if there are any additions or changes that need to be made so it can be approved next month.
* Please see the full financial reports in DropBox for additional details.

**Jamie Mohrman, President**

* Jamie stated that the Best Places to Work luncheon has been postponed until this fall. LHRMA will once again be providing the centerpieces.
* Jamie stated she is looking into having an impromptu webinar option for members in April so we can continue providing benefits to our members. Amber stated that she posted the SHRM CDC webinar on social media that members can receive credit for.
* Jamie stated that LHRMA added a Covid-19 page to our website that will continue to evolve as we receive additional resources.
* Lindsay discussed different items that HRAM has done to recruit new members and also get former members to renew.
* Micah discussed sharing networking opportunities on the LHRMA website as an outplacement resource.
* Lindsay stated that we have a member resource page and Amber thought that maybe we could expand on that.
* Micah stated that the Chamber has a great website and Amber suggested linking their website to ours. Lindsay suggested adding information on how to post to the Chamber’s webpage. Micah stated that he would try to figure that out and keep everyone posted.
* Robbie suggested boosting our careers page for all companies who are currently hiring. Beth stated that she could send that information out in an e-mail blast as well.
  + Justin suggested keeping our current HR careers page. Lindsay said we could do a separate page for non-HR careers. The board agreed this would be a good idea.
* The board discussed having some flexibility for criteria regarding companies who want to send out e-mail blasts to our members. The board also wants to keep in mind that we don’t want to overwhelm members with e-mail blasts.
* Jamie will work with Zach on getting the website updated. Let her know if you think of any additions or updates that need to be made.

**Lindsay Selig, Past President**

* No report.

**Robbie Seybert, President-Elect**

* Robbie stated that legislative updates are on hold until the legislature reconvenes. There is a possibility that they will not reconvene. Robbie stated that they may do a special session in the summer if needed.

**Cindy Mefford – Programs**

* Cindy stated the April member meeting has been cancelled as it needed to be presented in person. Lindsay questioned if we needed to have a meeting in April. The board questioned if we should have a meeting in May as well.
  + A number of board members suggested having members send in questions and having a Zoom meeting instead.
  + Lindsay suggested flipping the speakers for May and June. She said she could reach out to her contact to see if he is available for a webinar in May rather than June to discuss Covid-19. In June, we will plan on having a speaker discuss LinkedIn and recruiting efforts.
* The board will plan to have June’s meeting be a webinar and keep it the second week of June. LHRMA will not charge a fee for the webinar. Lindsay is working on lining up a speaker on fiduciary responsibility.
* Program document has been updated in Dropbox.

**Micah Lindblad – Workforce Readiness**

* Micah stated that many of the items that were set up for March and April were cancelled. He said that we are down to about 3 or 4 companies that still want to hire on students for the summer. Many of the companies do still want to be connected to the students. Micah stated that they are trying to figure out ways to remain virtual with the students and plan some webinars for them to connect with IT departments down the road.
* Micah stated that TCA has a new director so he will be working with him in the future.

**Nichole Hall – Certification**

* Nichole is still looking for an instructor for the fall session.
* Nichole stated that the study group has been meeting via Zoom since March 23rd and that has been going well.
* Nichole stated that some of the certification exam windows have changed and will be done remotely. Beth is going to send out an e-mail blast on Friday to keep members updated on the next exam dates.

**Justin Schreier – Membership**

* Justin stated that our number of active members as of April 8th, 2020 is 253.
* Justin discussed concerns on getting our active membership up with offering free webinars.
* Lindsay suggested offering the Covid-19 content free of charge through the end of the month. If you want to continue receiving the information, individuals could then become a member.
* Robbie suggested reaching out to members who have not yet renewed and offering them a discounted membership price.
* Justin is going to work on a template e-mail for a $25 membership special for individuals who have not yet renewed.
* Jamie suggested the board host a virtual happy hour to try to get individuals to renew. Robbie suggested having only a couple of board members be on the Zoom meeting to give them a tour of the resources available to them.
* Robbie suggested in addition to the $25 reduced membership fee, we offer people who renew a free meeting in the fall.
* Jessica questioned if we should charge members a fee in order to get membership numbers. The board agreed that we should still charge something for the resources.
* New Member Meet-Up
* Justin questioned if we should hold off on this or do a Zoom meeting.
* Originally two meet-ups were scheduled. One in May and one in November.
* Branding and Marketing Materials from Mary
* Justin presented the new member half-page. The link is available in the agenda.
* Justin presented the prospective member tri-fold update. The link is available in the agenda.

**Jenessa Keiser - College Relations (Absent)**

* No report.

**Jessica Reay – SHRM Foundation**

* Jessica stated that she will brainstorm the basket raffle at a later date.
* Amber stated that the LHRMA t-shirts are printed and ready to go.
* Robbie stated that further down the road, LHRMA may be able to sponsor the baskets.

**Angela Caldwell – Community Outreach (Absent)**

* No report.

**Amber Dingwell – Marketing/Social Media**

* Amber and Beth have been talking to Nebraska Digital about changing website interface platforms. Some of the benefits are listed below:
* There would be no additional cost after initial setup/transition.
* Updated layout with same functionality.
* Faster load times.
* Better mobile inte.rface
* Moving forward, we need to be updating interfaces every two years in order to stay current.
* Website content
* If you have other suggestions or have not provided feedback on your page, please let Amber know by April 30th.

Meeting adjourned at 1:06 p.m. The next board meeting is scheduled for Wednesday, May 6th, 2020 from 11:30 a.m. to 1 p.m. The meeting will be held via Zoom conference call.

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