**LHRMA July Board Meeting Minutes**

**Wednesday, August 5th, 2020**

**Present**: Amber Dingwell, Jamie Mohrman, Nichole Hall, Robbie Seybert, Maggie Hayek, Cindy Mefford, Lindsay Selig, Angela Caldwell, Jenessa Keiser

**Absent**: Micah Lindblad, Justin Schreier, Beth Hemphill, Jessica Reay, Amy Dorenbach

**Action Items:**

* Amy and Jamie will continue to work with HRAM to propose the 70/30 cost split in Year 1.
* Justin will order and work on getting the membership renewal cards out to members.
* Angela will e-mail the board more information regarding Toys for Tots.

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

* August newsletter submission deadline is August 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**

Absent- No Report.

**Maggie Hayek – Treasurer**

* August Financials:
* Total Income $ 1584.21
* Total Expenses $1050.83
* Jamie made a motion to approve the August financials. Cindy approved the motion; Robbie seconded the motion. No board members opposed the motion.
* Maggie stated that she did receive the refunded payment of $2,302.79 from Country Inn and Suites. This was a cancelled program refund from the payment LHRMA made on April 21st.
* Maggie stated that taxes are due in November, she is starting to work on this and would like to have all of the information submitted by the middle of August.
* The full financial reports are in DropBox.

**Jamie Mohrman, President**

* In Amy’s absence, Jamie made a motion to approve the August minutes in Dropbox. No board members opposed the motion.
* Jamie stated that she had contacted Sarah Schulz, HRAM, regarding LHRMA’s questions regarding a 1 year pilot contract; or a cap on LHRMA’s financial responsibility for additional years. Jamie stated that Sarah was open to our ideas. Sarah discussed with ACS, the survey provider, and they recommended a 6 year or 3 time contract @ $27,000 each contract year. Sarah also stated that the $5,000-$6,000 sponsorship cost would come off the top of the contract price. She also stated that we could request to use State Council Workforce Readiness funds and she had emails from Kelli & Robbie that they would be on board for this. Robbie confirmed that there would be funds available for use. Robbie discussed that he was not concerned about the contract length, but did not feel that the 50/50 split pricing was equitable as HRAM has 80-100 participants vs. LHRMA at 40-50 participants. Cindy agreed. Robbie proposed a 70/30 split for the first year and re-evaluate based on participants the following year to determine if LHRMA’s price should increase. The board agreed. Jamie stated that she would contact Sarah to discuss the counter pricing proposal for the salary survey of a 70/30 cost split and follow up. The board had no other concerns regarding the salary survey partnership with HRAM at this time.
* Jamie stated that SHRM is partnering with SHRM Give Smart. Jamie & Jessica attended the training. Jamie stated that this platform will allow for us to set up a virtual profile where LHRMA can host fundraising events through an interactive page, set fundraising goals and track progress. Jamie stated this is an effort to make fundraising easier for chapters and an effort by the SHRM Foundation to increase transparency in what areas fundraising dollars support. LHRMA is part of the pilot group, along with other chapters in the state who are participating to see how the platform will work.
* Jamie provided a reminder to register for State Conference coming up on August 27th & 28th. Board members can submit their reimbursement request to Maggie.
* Jamie asked for a motion to approve the renewal of the annual website maintenance contract for Zach Tobey at $960/year. Jenessa approved the motion; Robbie seconded the motion. No board members opposed the motion.

**Lindsay Selig, Past President**

* No report.

**Robbie Seybert, President-Elect**

* Robbie stated that the Unicameral is in session.
* Robbie noted a couple of bills to watch. The Fair Employment Practices Act – Senator Cavanaugh’s LB 1060- This bill would expand protections under the definition of race to include hairstyles. Robbie said no immediate action needed, but thought this bill will likely pass.
* Robbie also noted the Grand Compromise Bill- LB 1107- This bill establishes a minimum allocation for Nebraska’s existing Property Tax Credit Cash Fund and creates a new refundable income tax credit based on the amount of school district property tax paid. Funds will also allow for the construction of a new UNMC Med Center.
* Robbie stated that Chris Hoyme would be providing a legislative update soon.

**Cindy Mefford – Programs**

* Cindy stated that the upcoming webinar is scheduled for July 14th. Upcoming meeting details are below:
* September 8th: From Facebook to Firearms: Protecting Your Entity from Workplace Violence
  + Presenter – Heidi Guttau- Baird Holm Attorney & NE Law Enforcement Officer
* October will be a legal update- Cindy reported the speaker is TBD
* November will be on the topic of background checks – possibly with OneSource. Cindy stated Kenda is looking into it and Lindsay will assist.
* December social will be a virtual event. Cindy will begin looking at different ideas of what we can do.

**Micah Lindblad – Workforce Readiness**

* Micah was absent and provided the following report via email:
* He is scheduling time to meet with new TCA Director (Josh Jones)
* He is going to re-start conversations with employers to engage and educate on FJL program
* He passed the SHRM exam in July! 😊

**Nichole Hall – Certification**

* Nichole stated that there is only one participant signed up for the Fall study group so far.
* It was discussed to have Micah provide a testimony of his experience with SHRM certification on social media post for marketing purposes.

**Justin Schreier – Membership**

* Justin was absent and provided the following report via email:
* No New Members from the State Conference special so far in August
* Justin reported a nice turnout for virtual game night. There were about 12 participants.
* Board members thanked Amber and Justin for organizing the game night event. Amber and Jamie agreed it would be fun to try it again. They also stated that participants seemed to enjoy the less formal environment and a good way to get to know other members during this time.
* Per Justin- Jamie asked the board if they were ok with Justin sending renewal postcards to members in October again this year. No board members were opposed.

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

* Jenessa stated that students are returning to campus and will update on Fall plans. Jamie asked if they would offer virtual mentoring this year.

**Jessica Reay – SHRM Foundation**

* Jessica was absent and provided the following report via email:
* Attended the SHRM GiveSmart Training- waiting for log-in information to set up our profile
* Still planning to do SHRM Foundation fundraiser in conjunction with October chapter meeting- will be asking for donations.

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

* Angela discussed the upcoming Toys for Tots annual event. Angela stated that this is typically done in conjunction with the November chapter meeting. This year she is looking at other options. Jamie asked if Toys for Tots offered a virtual fundraising option on their website similar to what we did for the Food Bank? Robbie suggested using the new GiveSmart platform. Jamie stated it should be ready to use and would be a good trial run to see how it works. Angela stated that she would reach out to the group and start looking at options.

**Amber Dingwell – Marketing/Social Media**

* Amber will share SHRM certification testimonials on social media.
* Robbie gave Amber kudos for her efforts on the website and social media posts. Several board members echoed.
* Robbie stated that he is working on an initiative through State Council to market the HR profession to high school and college students. They are working on conducting interviews in all areas and Robbie thought it would be complete in Sept/Oct. Robbie stated that he will send to Amber when complete to utilize/promote.

Meeting adjourned at 12:24 p.m. The next board meeting is scheduled for Wednesday, September 2nd, 2020 from 11:30 a.m. to 1 p.m. The meeting will be held via Zoom conference call.