**LHRMA September Board Meeting Minutes**

**Wednesday, September 2, 2020**

**Present**: Amy Dorenbach, Justin Schreier, Amber Dingwell, Jessica Reay, Beth Hemphill, Jamie Mohrman, Nichole Hall, Robbie Seybert, Micah Lindblad, Angela Caldwell, Jenessa Keiser

**Absent**: Cindy Mefford, Maggie Hayek, Lindsay Selig

**Action Items:**

* Amy and Jamie will continue to work with HRAM regarding the salary survey for 2021.
* Angela will follow-up on getting LHRMA reimbursed for the Civil Rights Conference that was canceled.
* Jamie will follow-up with the Programs Committee regarding Duncan Wardle. She will also relay the December social game night/virtual option ideas.
* Nichole will reach out to other Nebraska chapters regarding SHRM certification study groups.
* Justin will continue working on the new membership referral process.
* Angela will work on compiling a list of diversity and inclusion resources.

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

* September newsletter submission deadline is September 20th. Get necessary items to Beth Hemphill. Best way to correspond is via e-mail ([lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com)).
* Beth stated that she is going to include the new website on the newsletter as well as the extended certification class deadline.
* Beth has been working with the new website and it has Constant Contact on it. Therefore, she will no longer need to update two separate membership spreadsheets.
* Beth noted that the forwarding e-mail feature is not currently working but they are checking into this.

**Amy Dorenbach - Secretary**

* Amy made a motion to approve the August minutes in Dropbox. Robbie approved the motion; Micah seconded the motion. No board members opposed the motion.

**Maggie Hayek – Treasurer (Absent)**

* August Financials:
* Total Income for August: $1,066.20
* Total Expenses for August: $5,092.15
  + State Conference Reimbursements: $1,000.00
  + NE Digital: $1,695.00
* Jamie made a motion to approve the August financials. Jessica approved the motion; Amber seconded the motion. No board members opposed the motion.
* Jamie noted there are a few tax items left to gather and send to HBE. Maggie will work on this prior to the holiday weekend.
* Jamie stated that Maggie has not yet received a reimbursement for the Civil Rights Conference. Angela will follow-up on this.
* Please see the full financial reports in DropBox for additional details.

**Jamie Mohrman, President**

* Jamie had Zach pull website traffic for the last week and it did increase quite a bit right before and during the days of the NE State Conference.
* Jamie received an update from Sarah at HRAM regarding the salary survey. HRAM countered with a 60/40 counter versus a 70/30 split like LHRMA had requested. The lowest HRAM said they could do is a 65/35 split. The total survey price is $27,500 with a sponsorship of $5,000. Sarah estimated an additional sponsor from state council for $3,000. LHRMA would then be looking at a cost of $7,800 with the 60/40 split. For a 65/35 split, the cost would be around $6,825. The contract would be for 6 years for a total of 3 surveys. The marketing would be dual branded and the pricing would be the same as HRAM’s. The board agreed to do the 65/35 split. Jamie will relay the information to Sarah with HRAM.
* Amy stated that she may not have availability for taking on additional work with the salary survey committee at this time. Angela and Amber volunteered to work in this role together with Amy. Jamie will list Amy as the primary contact but can reach out to Angela and Amber for assistance.
* Jamie asked if anybody had meeting announcements for next week other than the referral program. Nichole stated an announcement could be made for the SHRM study group registration.

**Lindsay Selig, Past President (Absent)**

* No report.

**Robbie Seybert, President-Elect**

* Robbie stated the unicameral has concluded for the 2020 year and will start again in January 2021.

**Cindy Mefford – Programs (Absent)**

* September Chapter Program: Tuesday, September 8th, 12 pm – 1 pm
* Topic: From Facebook to Firearms – How to Protect Your Entity from Workplace Violence
* Presenter: Heidi Guttau & NE Law Enforcement Officer
* Decide on Duncan Wardle ($10k) for virtual seminar. Originally Head of Innovation & Creativity at Disney. Topic is “Unique Approach to Design Thinking”. Cindy has seen it and would attend again. Jamie is going to send the board his information sheet.
* Micah questioned if this would be on the higher end for costs. Robbie stated that we have not paid for a speaker since Joe so this would be on the higher end. The board agreed that January would be too soon to put this together at this sort of cost but were open to the idea of having a program with him.
* October and November: Working on a legal topic for one month, background checking for the other.
* December Social: What are we thinking? It’s usually small but people do like to mingle, maybe try a virtual social hour?
* Jamie suggested a holiday movie trivia or game night sort of thing again. Angela suggested doing a dual virtual/in-person social. Robbie suggested having a Plan A and Plan B waiting to see what happens in the future with Covid-19. Amber suggested doing a cocktail delivery service for members who participate virtually. Micah suggested limiting registrations to a certain amount if we do in-person to ensure social distancing. Robbie suggested enhancing our prizes and gifts if we do virtual only. Jamie will share these ideas with Cindy and the programs committee.

**Micah Lindblad – Workforce Readiness**

* Micah stated that they are starting to get into the initial planning phases of First Jobs Lincoln. Nothing yet has been set firm. He will keep the board updated as things progress.

**Nichole Hall – Certification**

* Nichole stated there are only two study group registrations so far. The registration ended August 28th but will be extended until September 4th.
* Nichole is wondering if the uncertainty of Covid-19 and in-person meetings could be keeping people from signing up for the session. The board discussed only having one study group session per year and also working with other chapters for the study group session.
* Robbie suggested assisting instructors with Zoom to ensure they know how to utilize it prior to the study groups.
* Robbie e-mailed Nichole the contacts to reach out to the different Nebraska chapters.

**Justin Schreier – Membership**

* Justin stated that we had nine new members last month, three were from NE SHRM and three were from certifications. Current membership is at 278 members. We are still 22 away from having 300 members. He’s hoping the referral program helps increase our membership number.
* Justin shared the referral program outline form to the board. This form is currently located in Dropbox. He stated that the program may include additional administrative work but should get easier as we work through the process.
* Justin shared the referral postcard mock-up and pricing information is below:
* 5.5” X 4.25” – Printing - $145, Postage - $165, Mailing Labels - $20 = Approximately $330.
* Board members suggested a couple of minor changes including adding information about the cost savings in premiums and clarification of credits.
* No board members opposed this referral program, Justin will proceed with working on this.
* Justin questioned if we want to have members who join now through October 31st pay $100 and have the membership be good through next year. No board members opposed this idea, Justin will work with Zach on getting this updated on the website.

**Jenessa Keiser - College Relations**

* Jenessa stated that UNL has their first virtual Zoom meeting next week. She is getting together with the president prior to the meeting to discuss different mentorship options to try and increase participation.
* Jenessa stated that in 2 weeks she will be on maternity leave so she may be delayed in responding to correspondence.

**Jessica Reay – SHRM Foundation**

* Jessica asked if we have a consensus on the SHRM Foundation fundraiser. She does not currently have log-in information for the Give Support website but hopes to get it soon.
* Robbie stated that he does not currently know of any good virtual fundraising opportunities.
* Jessica does not feel comfortable asking for donations from companies this year and thinks LHRMA should bankroll it this year.
* Angela asked if we could still have a couple of baskets from companies who have already volunteered. Beth stated that we could still sell tickets through the website and raffle them off virtually.
* The board agreed that we would do the fundraiser in connection with the December social and try to get five baskets to raffle off.

**Angela Caldwell – Community Outreach**

* Angela stated that she will be attending a diversity and inclusion webinar through SHRM that shares ideas on best practices.
* Angela forwarded an article to Zach to add to the website regarding diversity and inclusion.
* Angela is going to send some information out regarding a virtual conference with both Jamie and Robbie. She stated she thought about sending out an e-mail blast but that the conference is rather expensive.
* Angela is going to put together a list of different diversity and inclusion resources for the website.

**Amber Dingwell – Marketing/Social Media**

* No report.

Meeting adjourned at 1:00 p.m. The next board meeting is scheduled for Wednesday, October 7th, 2020 from 11:30 a.m. to 1 p.m. The meeting will be held via Zoom conference call.

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