**LHRMA November Board Meeting Minutes**

**Wednesday, November 4, 2020**

**Present**: Amy Dorenbach, Justin Schreier, Beth Hemphill, Jamie Mohrman, Robbie Seybert, Micah Lindblad, Angela Caldwell, Jenessa Keiser, Cindy Mefford, Lindsay Selig, Amber Dingwell

**Absent**: Maggie Hayek, Jessica Reay, Nichole Hall

**Action Items:**

* Justin will continue working on the membership renewal fliers.
* Jessica will work on the basket raffle for the upcoming December social and relay information to the board.
* Angela will continue working on the Toys for Tots donation process.
* The program sub-committee will continue working on planning upcoming meetings for 2021.

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

* November newsletter submission deadline is November 20th. Get necessary items to Beth Hemphill. Best way to correspond is via e-mail ([lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com)).
* Jamie stated that Beth will be sending out the monthly newsletter today as well as her weekly e-mail blast. If you have any additional information you would like sent out, please get that to her.

**Amy Dorenbach - Secretary**

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

**Maggie Hayek – Treasurer (Absent)**

* October Financials:
* Total Income for October: $364.87
* Total Expenses for October: $1,030.45
  + Kris Covi Comedy: $789.00
* Cindy made a motion to approve the October financials. Angela seconded the motion. No board members opposed the motion.
* Please see the full financial reports in DropBox for additional details.

**Jamie Mohrman, President**

* Jamie received some updated salary survey information that she will be sending out to the board. Marketing for the salary survey will begin next week and participation will begin in January. HRAM is building the communication and we will not have to modify it much since the information is co-branded. The material provides pricing information and includes detailed information about what participants will be receiving.
* Jamie stated that SHRM is currently running a renewal promotion. LHRMA does receive some credit for this promotion and the only requirement we have is to market it on social media which has been done.
* Jamie discussed the Volunteer Leader Business Meeting that is coming up on November 17th through the 20th. LHRMA typically sends the chapter president to this event and it has been very informational in the past. This year, the meeting will be held virtually. If you plan on registering, please let Jamie know.
* Jamie stated that there were some HR NE Funds that had not yet been allocated. Those funds have been found and anybody that had a donation through the basket raffle has now had their funds allocated.
* Jamie discussed the planning sub-committee since Cindy will no longer be on the board in 2021. The committee discussed a number of options including getting creative with virtual meetings. One item they discussed was to have the topics set for the year and then be able to plug-in speakers for each month.
* The board agreed we would most likely want to have a virtual program meeting in January.
* Jamie questioned if we have a speaker set for January. Cindy stated that Greta Perel had been discussed tentatively but would cost $2,000 plus mileage. The topic for the meeting would be “Improving Communication in a Digital Workforce”. Cindy is going to see if this could be a virtual meeting.
* Jamie mentioned that we could see if Delight Deloney would be able to speak.
* Angela is going to forward some possible speaker information to the board for upcoming sessions that may be useful.
* Jamie asked board members to let her know if we know of any individuals that would have interest in the open Programs Committee role. Lindsay has a couple of names of people that may be interested. Jamie may make an announcement about this at the meeting next week.
* Jamie stated that she has made the decision to do a virtual board member appreciation event. She is planning on scheduling this for Wednesday, December 9th at 4 p.m. She has scheduled a trivia event and for beverages and gifts to be delivered to board members houses.
* Meeting Announcements
* Angela would like to announce the Toys for Tots fundraiser.
* Jenessa requested that someone announce that we are needing volunteers for mentors.
* Cindy asked if somebody could announce the December social event.

**Lindsay Selig, Past President**

* Lindsay has been working with Pam Bourne for the November meeting. Lindsay asked that Beth send her the Zoom link for the meeting once it’s been created so she can forward it on to Pam.

**Robbie Seybert, President-Elect**

* Robbie discussed the Federal and State election results. He stated the gambling act and pay day loan cap both passed here in Nebraska. Overall, we still do not have the final pictures across the board but we have a general picture in how things will stand here in Nebraska. If he hears anything major upcoming, he will let everyone know. Things would vary widely with a Biden versus Trump administration.

**Justin Schreier – Membership**

* Justin stated that we currently have 277 LHRMA members.
* Jamie mentioned that Justin did receive very positive feedback from his non-affiliate cold calls. In his calls, he had reached out to individuals who had attended the HR NE virtual conference but were not currently LHRMA members.
* Justin discussed the upcoming 2021 renewals. The initial renewal process was postponed due to the referral program. With December 31st as the renewal date, we need to start focusing on this. Justin shared the renewal notice flyer post card draft with the board. The price for these is approximately $115 plus postage.
* Justin stated that we did not get any new members last month. The official counts have been submitted to SHRM with a final count of 277.
* Beth stated that other chapters are also struggling this year with their membership numbers so LHRMA is certainly not alone.

**Cindy Mefford – Programs**

* November Chapter Program: Tuesday, November 10th, 12 pm – 1 pm via Zoom.
* Topic: Work Environment After A Pandemic
* Presenter: Pam Bourne, Labor & Law Attorney, Woods & Aitken, LLP
* Cindy stated that the comedian has been lined up for the upcoming social on December 4th.
* Cindy questioned how many prizes we should get for the upcoming social. The board agreed to get 5, $50 gift cards to local businesses to start with. If a number of people register, we can get more.
* Cindy stated that we need to be sure that we communicate that this will be a Covid conscious event with social distancing and tables of either 4 or 6 people. Cindy is going to see if we can have individual plates of food versus having people share from the same plate. She will keep the board posted via e-mail.

**Micah Lindblad – Workforce Readiness**

* Micah stated that he had a chance to talk to individuals at TCA and work on a plan for next year for students. One thing that has been hard is trying to figure out career fairs from a virtual sense for next year.
* Micah stated that there is an upcoming practice networking event at the UNL College of Business. They have about 600 students that they are trying to find networking professionals for. If anyone is interested in helping, please let Micah know.

**Nichole Hall – Certification (Absent)**

* Jamie stated that Nichole received an e-mail from SHRM that we are able to provide a free SHRM certification to a volunteer leader. The e-mail did not specify that it needed to be a board member. Robbie suggested that if anybody knows of a good committee member who has really stepped up to give it to them or we could also use it as a recruiting tool.

**Jenessa Keiser - College Relations**

* Jenessa stated that the deadline for the mentorship program is coming up next week. Information has been sent out in an e-mail blast and marketed on social media.

**Jessica Reay – SHRM Foundation (Absent)**

* Jamie stated that Jessica will be sending the board an e-mail with information on the basket raffle for the upcoming December social.

**Angela Caldwell – Community Outreach**

* Angela stated that the NDEAM event is this week. She will be announcing both credits and a membership promotion at the beginning of the meeting.
* Angela is working on updating the Toys for Toys virtual link. Due to the non-profit status, we were not able to do anything directly on their website. Angela was planning on using a Venmo link or a check to the PO Box as options to donate. The board discussed a number of options on how to then get the donated money to the Marines.
* Angela discussed the Civil Rights Conference sponsorship money. We were not able to get a refund so we will plan on sponsoring the upcoming meeting in April 2021. The event will have a diversity and inclusion speaker.

**Amber Dingwell – Marketing/Social Media**

* Amber will continue to promote and market different events and resources on our social media pages. She would like to be mindful of things we post so that we do not overwhelm our members with too many events. If you have any feedback or need anything posted, please let her know.

Meeting adjourned at 12:40 p.m. The next board meeting is scheduled for Wednesday, December 2nd, 2020 from 11:30 a.m. to 1 p.m. The meeting will be held via Zoom conference call.

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