**LHRMA January Board Meeting Minutes**

**Wednesday, January 6, 2021**

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

**Absent**: Micah Lindblad

**Action Items:**

* Jamie and Amy will continue to update the board with Salary Survey information.
* Jamie will reach out to individuals who are interested in the vacant Programs Chair.
* Robbie will provide updates regarding the Legislative session.
* Justin will begin piloting his Buddy Program idea to new members.
* Amber will continue promoting upcoming events on LHRMA’s social media outlets.

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

* The newsletter submission deadline is January 20th. Get necessary items to Beth Hemphill. Best way to correspond is via e-mail (lhrma0048@yahoo.com).

**Amy Dorenbach - Secretary**

* Robbie made a motion to approve the November minutes in Dropbox. Jessica seconded the motion. No board members opposed the motion.

**Maggie Hayek – Treasurer**

* November Financials:
* Total Income for November: $3,246.14
* Total Expenses for November: $2,034.51
	+ HBE: $1,045.00
* December Financials:
* Total Income for December: $4,381.80
* Total Expenses for December: $6,160.13
	+ Inspro: $869.00
	+ Chapter Management July - December
* Jessica made a motion to approve the November and December financials. Nichole seconded the motion. No board members opposed the motion.
* Please see the full financial reports in DropBox for additional details.

**Jamie Mohrman, President**

* Jamie stated that we will continue to hold the board meetings via Zoom through March. When we can resume in-person meetings, they can be held at the Zelle office location.
* Jamie stated that marketing is underway for the upcoming Salary Survey. Robbie has reviewed the MOU from HRAM and did send back a couple of revisions. Jamie has not heard back from Sarah on those revisions. Participation for the survey is still scheduled to start in February. Erin Crouch with HRAM creates all of the banners and content to send out to members so she will be sending those items to us once they are created and our logo will be included on all of the content.
* Jamie stated that the deadline for the Best Places to Work nomination is this Friday, January 8th. Pam stated that they are planning on doing a virtual awards ceremony in April. They are looking to do an awards ceremony where companies can submit an acceptance speech and would also be fun for other individuals who attend the virtual event. If you have any ideas, feel free to reach out to Jamie for contact information.
* Jamie stated that the programs subcommittee met and they have confirmed speakers and presentation topics through March. These will all be held via Zoom. Once we get back to in-person meetings, Jamie would really like to have somebody take over the Programs Chair at least through the end of the year to figure out the logistics for both venues and catering.
* Beth questioned if we could offer the chair as a dual position. Jamie has no concerns with this. Lindsay mentioned if we fill the role with a dual to ensure that they have good communication. Robbie suggested if we fill the role with a dual that perhaps one of those individuals be a past-president so they have background knowledge of the board.
* Jamie stated that we do have a pretty extensive list of individuals who are interested. The board provided input on a number of the individuals who were interested. Jamie will reach out to a couple of individuals who are interested in the role and follow up with the board.
* Meeting Announcements
* Nichole would like the spring study group to be announced.
* Angela would like to announce the Civil Rights Conference in April that LHRMA is sponsoring.
* Justin will announce new members.

**Lindsay Selig, Past President**

* No report.

**Robbie Seybert, President-Elect**

* Robbie stated that the Legislature convenes today for the 90 day session. The chairs should be announced soon. Rules and redistricting will both take a lot of time. More details to follow soon.

**Justin Schreier – Membership**

* Justin stated that we ended 2020 with 282 members. That is 46 less than 2019’s 328 members. There is some discrepancy between the numbers of members that LHRMA shows versus what SHRM shows for us so that is being worked through.
* Justin stated that we did add 60 new members in 2020. This is 11 less than 2019’s 71 new members. This means the decrease came primarily from non-renewals.
* Justin discussed that for 2021, 160 of the members are currently coming from the Board, Lifetime, Renewals, and New members.
* Justin stated than since December, we have had 10 new members.
* Justin presented an idea for a LHRMA buddy program to help with membership numbers. The board was very receptive to the program. Justin will plan on piloting this program and see how it goes.

**OPEN CHAIR – Programs**

* January Chapter Program: Tuesday, January 12th, 12 pm – 1 pm via Zoom.
* Topic: SHRM Update and Diversity & Inclusion in the Workplace
* Presenter: Delight Deloney – SHRM
* Justin asked if we could publish information on the first three meetings of the year. Beth stated that the information will be going out in the newsletter and she will also ensure the website gets updated. In addition, Amber posted the upcoming programs in the Strictly Business magazine.
* Robbie suggested additional marketing for the February program due to political affairs currently happening. He suggested we could also pair this with a membership push as well.

**Micah Lindblad – Workforce Readiness**

* Micah stated that the committee is ramping up scheduling and planning. He has connected with TCP and will finalize dates by the end of the month. Micah will have Zach update our LHRMA site with this information.
* Micah is currently working to connect with employers. He will e-mail Beth with future e-mail announcements.

**Nichole Hall – Certification**

* Nichole stated that she will send Amazon gift cards out to the instructors this week.
* Nichole discussed the upcoming spring study group which will begin February 8th and run through April 26th. Registration opens today and closes on January 31st.
* Nichole stated that registration fees will increase by $60 due to the SHRM Learning System increasing $35 and the cost to drop ship each system is $25. Due to offering our study group to other chapters and holding the group via Zoom, it no longer works to deliver the learning systems to all participants at the first session. Updated pricing is listed below:
* LHRMA Member Registration: Increases from $600 to $660.
* Non-Member Registration: Increases from $675 to $735.
* Nichole has sent these updates to Zach for the website and hopes to have registration live today.
* Nichole would like to send an announcement e-mail to members and also post on social media regarding the upcoming study group.
* Nichole stated that the study group will again be held via Zoom as the SCC classrooms are still closed and said that it has worked out well with being able to record the session if individuals are not able to attend.
* Nichole stated that our cost to provide the Spring Study Group is $1,150. We will need 12 participants ($100 registration fee per participant) to break even.
* Instructor Learning System - $575 + $25 S&H
* Amazon Gift Cards for Instructors - $550

**Jenessa Keiser - College Relations**

* Jenessa stated that five spring mentor matches were made in December.
* Jenessa is currently working with UNL to set up a thank you/end of semester celebration for the mentors/mentees when they are back in session.
* Jenessa thanked those that volunteered and/or helped her secure the final volunteers needed. In the end, they ended up having more mentors than students who volunteered to help.

**Jessica Reay – SHRM Foundation**

* Jessica stated that according to her data on the SHRM Foundation Giving report, the LHRMA chapter donated $25. Jessica donated and believes a number of other board members donated as well but it is not showing up on the report.

**Angela Caldwell – Community Outreach**

* Angela stated that LHRMA is sponsoring the Civil Rights Conference in April. She will have more updates next month.
* Angela said to let her know if there is anything she can do to help with the Best Places to Work event.

**Amber Dingwell – Marketing/Social Media**

* Amber will continue to update our social media sites and try to post every couple of days or so.

Meeting adjourned at 12:50 p.m. The next board meeting is scheduled for Wednesday, February 3rd, 2021 from 11:30 a.m. to 1 p.m. The meeting will be held via Zoom conference call.

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