**LHRMA February Board Meeting Minutes**

**Wednesday, February 3, 2021**

**Present**: Amy Dorenbach, Beth Hemphill, Jamie Mohrman, Robbie Seybert, Angela Caldwell, Lindsay Selig, Maggie Hayek, Jessica Reay, Nichole Hall, Micah Lindblad

**Absent**: Justin Schreier, Jenessa Keiser, Amber Dingwell

**Action Items:**

* Jamie and Amy will continue to update the board with Salary Survey marketing information.
* Jamie will follow-up with Justin for the Excel report and also follow-up with Fierce for an upcoming webinar program.
* Jamie will work on preparing for the upcoming Strategic Planning meeting.
* Nichole will reach out to presidents of Nebraska SHRM chapters and discuss study group marketing and promotion.
* Jessica will let the board know what she learns from her call with the SHRM Foundation.
* Justin will continue working on piloting the buddy system for new members.

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

* The newsletter submission deadline is February 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 January minutes in Dropbox. Angela seconded the motion. No board members opposed the motion.
* Amy discussed the upcoming salary survey that is scheduled to be sent out the week of February 15th to all LHRMA and HRAM members. We are still waiting to receive marketing materials from HRAM but will e-mail those materials out to the board once they are received.
* Jamie confirmed that the salary survey contract has been finalized and signed as of this morning for future years through 2025.

**Maggie Hayek – Treasurer**

* January Financials:
* Total Income for January: $5,430.13
	+ Program: $380.00
	+ Membership: $2,025.00
	+ SHRM Certification Study Group: $2,865.00
	+ HR Job Posting: $100.00
	+ Interest (Checking and Savings): $60.13
* Total Expenses for January: $1,152.60
	+ Instructor Gift Cards: $550.00
* Jessica made a motion to approve the January financials. Micah 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 the SHAPE report which was due on January 31st did get submitted. LHRMA will have the opportunity to apply for the Excel award which would be due by the end of March. Jamie suggested that we use the resource page that we had created for the award. Robbie suggested the website overhaul or the membership referral program. If you think of any additional ideas, please let Jamie know. Jamie will touch base with Justin in regards to the membership initiatives that he did last year.
* Jamie had a good conversation with Tara Christensen who is interested in the open programs vacancy but does not currently have the time. However, she would be open to being on the Programs Committee. Jamie will continue working on this vacancy. If you know of anybody that would be a good fit or is interested, let her know.
* Jamie discussed an upcoming national speaker program opportunity with Fierce that could be done as a webinar and we would be able to pick the topic from a number of options. The cost of this presentation would be $1,000 for a 90 minute presentation. One stipulation of them doing this would be needing a marketing opportunity to help them expand into the Nebraska market. They would also want to send promotional materials out to our members prior to the event and be able to e-mail participants after the program.
* Lindsay stated that we would want to ensure that we are in-line with all of the bylaws with SHRM and State Council with the advertising that they are wanting. Robbie suggested instead of negotiating on price to negotiate on the additional marketing and advertisement as we want to protect our membership e-mail list. If participants wanted to submit their e-mail addresses for additional information, we could certainly do that.
* Micah asked if Jamie could send out additional information to the programs subcommittee.
* Jamie stated that this group has worked with SHRM chapters before so they are aware of the different bylaws and regulations. Robbie suggested offering them an opportunity to sponsor the meeting. Jamie will follow up on this.
* Jamie stated that the Volunteer Leaders Conference will be virtual this year. It will be held on February 25th and 26th. She believes it will be the afternoon of the 25th and the morning of the 26th. More details will be coming soon.
* Jamie confirmed that the Strategic Planning meeting date will be Wednesday, March 3rd from 3 p.m. to 5 p.m. She is planning on condensing the board meeting that day so the board is not wrapped up in virtual meetings all day. Jamie will send out information prior to the meeting to save some time in the session itself. Jamie will also send out the initiative and budget forms prior to the meeting for board members to complete. Jamie plans on putting together a recap from last year’s meeting with initiatives that we had planned to focus on.
* Meeting Announcements
* Micah would like to announce that employer registrations for First Jobs Lincoln are now open.
* Justin will announce new members.

**Lindsay Selig, Past President**

* No report.

**Robbie Seybert, President-Elect**

* Robbie stated that the Unicameral is currently in session and the First Legislative Update was e-mailed out yesterday. More information will be coming soon. At this point, it is still too early to predict what will be finalized. He will keep the board updated as things progress.

**Justin Schreier – Membership (Absent)**

* Justin still plans on piloting the buddy program and will be sending an update on membership numbers later this week.

**VACANT CHAIR – Programs**

* February Chapter Program: Tuesday, February 9th, 12 pm – 1 pm via Zoom.
* Topic: Election Outcomes: Impact to Employers
* Presenters: Catherine Cano and Sarah Millsap

**Micah Lindblad – Workforce Readiness**

* Micah stated that First Jobs Lincoln registration is currently open for both students and employers.
* This year they plan on emphasizing helping students prepare for future careers, secondary is providing an opportunity.
* Micah discussed that they are exploring both virtual and in-person options for a job fair.
* Micah said they are currently looking for 1-2 new committee members as a couple of members have fallen off. If you know of anybody, please let him know.
* Micah stated that at Nelnet they are exploring options for new background check vendors. If you really like who you are using, please let him know. Angela suggested OneSource and Lindsay stated they just did a webinar for LHRMA back in October. Robbie stated that LPS uses OneSource and said they are great.

**Nichole Hall – Certification**

* Nichole stated that the spring study group starts February 8th via Zoom. There are six participants for the group.
* Nichole did raise the price for the study group to $700 for members and $735 for non-member. With LHRMA being a non-profit, she did not factor taxes into the increase in pricing so she may need to raise the prices more.
* Nichole did some research and said that the value is still a good deal in comparison to SHRM’s virtual study options. However, in order for LHRMA to break even, we would need 18 participants for the year. Nichole questioned if the goal of the study group is to make money or be a benefit to our members. Lindsay stated that overall, the study group has been a benefit to our members versus being a profit maker. LHRMA does receive additional money from SHRM for members who are certified.
* Nichole is open to suggestions on ways to increase study group participation. Robbie suggested reaching out to the presidents of all of the Nebraska chapters, HRAM excluded to see if they would be interested in promoting LHRMA’s study group since it is currently being conducted via Zoom.

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

* No report.

**Jessica Reay – SHRM Foundation**

* Jessica heard back from the SHRM Foundation and has a call scheduled with them this afternoon. Jamie asked her to let them know that our SHAPE report also only shows $25 allocated from LHRMA. She will update the board as she learns more.

**Angela Caldwell – Community Outreach**

* Angela stated that the Civil Rights conference has been pushed to the fall in order to keep it in person versus virtual. She will continue to update the board on this as she learns more about finalized dates.
* Angela discussed the talent grants for employers. Angela was thinking we could possibly publish this information in a newsletter article or an e-mail blast. Robbie stated that he had discussed sponsorship opportunities with the contact and let her know what LHRMA is about. Angela has a meeting scheduled for Monday with the contact and will have additional information on this at the Strategic Planning meeting.
* Angela stated that her committee does still want to sponsor the NE Vocational Rehab event in October 2021 for Disability Awareness month. She will add this to her budgeting form.
* Angela has not noticed a lot of events going on in Lincoln for Black History Month. She has reached out to Delight Deloney to see if she is aware of anything that SHRM may be doing. Delight stated that she would provide Angela with some SHRM resources. Angela stated that Black Lives Matter was nominated as a Nobel Peace Prize but thinks it would be nice to share some additional resources and information to our members. Jamie suggested getting the information from Delight and letting Amber post it to our social media.
* Angela discussed the Global Diversity Inclusion Forum which is being held virtually on May 20th and 21st. The price for this event is $58 and the lineup is fantastic. Angela will send the information to Beth to include in an e-mail blast.
* Angela is planning on adding two committee members to her team. She has a couple of potential individuals in mind. Micah gave her another name to contact as well.
* Angela discussed some various other possible opportunities that are currently in the works. She will talk about these more in depth at the strategic planning meeting.
	+ Dr. Fagan DEI happy hour (very early planning stage to propose next month or at strategic planning). This is similar to the “Inspire” event celebrating Women’s leadership (another possible program).

**Amber Dingwell – Marketing/Social Media (Absent)**

* No report.

Meeting adjourned at 12:45 p.m. The next board meeting is scheduled for Wednesday, March 3rd, 2021 from 11:30 a.m. to 1 p.m. The meeting will be held via Zoom conference call.

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