**LHRMA April Board Meeting Minutes**

**Wednesday, April 7, 2021**

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

**Absent**: N/A

**Action Items:**

* Maggie will work on the budget with our Strategic Planning items.
* Jamie will continue working on getting board members addresses corrected so the mail is delivered efficiently. She will also work with Delite on getting our membership numbers corrected with SHRM.
* Jamie will send out a draft board committee highlight program calendar.
* Board members will review the LHRMA website for any updates that are needed.

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

* The newsletter submission deadline is April 20th. Get necessary items to Beth Hemphill. Best way to correspond is via e-mail (lhrma0048@yahoo.com). If Beth does not have the volunteer opportunities by this date, she will include them in the next month’s newsletter.
* Beth has been looking into some of the items from the Strategic Planning meeting. She e-mailed some questions in March and is waiting to hear back on the following items:
	+ John is looking into making an easier way to pull a membership list and disable members who are no longer active.
	+ Looking into putting a date stamp for the end of the member’s renewal period.
	+ Checking into adding a consent line on the membership form.

**Amy Dorenbach - Secretary**

* Micah made a motion to approve the March minutes in Dropbox. Maggie seconded the motion. No board members opposed the motion.
* Amy stated that the salary survey has been extended and is now due Monday, April 19th. As of March 29th, we have had the following number of participants for each section:
	+ Part 1: 70
	+ Part II: 53
	+ Part III: 48

**Maggie Hayek – Treasurer**

* March Financials:
* Total Income for March: $4,362.39
	+ Program: $350.00
	+ Membership: $1,575.00
	+ Salary and Benefits Survey: $1,500.00
	+ Job Posting: $100.00
	+ SHRM: $825.00
	+ Interest (Checking and Savings): $12.39
* Total Expenses for March: $1,671.88
	+ Fierce, Inc. - $10,000.00
* Jessica made a motion to approve the March financials. Angela seconded the motion. No board members opposed the motion.
* Maggie will be working on the budget with our Strategic Planning items and will have it available for our next board meeting.
* Please see the full financial reports in DropBox for additional details.

**Jamie Mohrman, President**

* Jamie stated that the Biennial report has been submitted. However, the mailing had been sent to Joel. Lindsay is going to follow up with getting addresses corrected for board members.
* Jamie stated that the Best Places to Work celebration will be held on June 10th at the Saltdogs game. The game will start at 7:05 p.m. Pam will be finalizing all of the details. More information will be coming. In the meantime, Pam will let us know if they need LHRMA support on any additional items.
* Jamie discussed the pricing for an Owl camera as part of LHRMA hosting a hybrid program option. In order to do this, we would need a versatile camera for us to take with in case the venue does not have a camera. Jamie will send out a link with additional information. The cost for the camera is $1,000 and it is a 360 degree camera that works with Zoom. It follows the speaker around as they speak. Justin stated that this would be good to use for a panel group or more than one speaker.
* Jamie suggested starting a board committee highlight program in May. Lindsay suggested starting with our Program committee and we could then introduce Jannah at the May meeting. Micah stated that the Workforce Readiness committee can hop in after programming if need be. Angela stated that her committee will be getting busier in the 3rd and 4th quarter of the year and could be highlighted then. Jamie will send out a preliminary roster for each month.
* Jamie stated that a couple of people have sent e-mails to Zach with website updates. Jamie suggested to board members to go look at their pages and see if any items need updated.
* April Program Announcements
	+ Promote salary survey
	+ Justin will announce new members
	+ Announcing our upcoming hybrid program model starting this summer
	+ SHRM Recertification Guidelines

**Lindsay Selig, Past President**

* No report.

**Robbie Seybert, President-Elect**

* Robbie stated that the legislature continues to be in session and updates are being sent out periodically.

**Justin Schreier – Membership**

* Justin stated that we currently have 202 members. In March, we had 9 new members. To date, we have had 173 renewals.
* Justin discussed that SHRM NE has reached out to see if we want to do the $100 membership renewal special. He is currently working through preparation for that.
* Justin asked Jamie to reach out to Delite to get our membership numbers corrected with SHRM.

**Jannah Vanie – Programs**

* April Chapter Program: Tuesday, April 13th, 12 pm – 1 pm via Zoom.
* Topic: Conversation is Everything – Why You Need to Invest in Soft Skills Training Right Now
* Presenter: Fierce
* Jannah stated that in July, we are planning on going with a hybrid program model. She is currently researching venues for upcoming in person programs. If you have any suggestions, let her know.
* Micah is going to reach out to his contact at the Lincoln Chamber to explore a social event being held at the Lincoln Zoo.

**Micah Lindblad – Workforce Readiness**

* Micah stated that the job fair was completed on March 31st. He said it was refreshing to be able to see so many people in person and get that interaction. There were a couple of organizations that participated virtually. Companies that participated include Panology Tech Solutions, Cornhusker Bank, Ameritas, LES, Region V Systems, Assurity, Firespring, Sandhills Global, and Nelnet. These companies now have all of the student’s resumes and contact information to reach out to them directly. His committee is handling communication with the employers to see if any of them have hired any of the students. In total, there were 13 openings available.
* Micah stated that they are looking to have a First Jobs Lincoln celebration in mid to late July.
* Micah stated his committee will do a debrief with The Career Academy to discuss how the year went and how to plan for next year.
* Micah has not yet had a chance to look through the Strategic Planning items but plans on making sure that has been updated.

**Nichole Hall – Certification**

* Nichole does not have any updates on the study group but stated that everything has been going well. They currently have 3 weeks left. Nichole did put the new SHRM Recertification Guidelines in the agenda. She will ask Beth to include these items in the next newsletter. Jamie suggested updating these guidelines on our website as well and also making an announcement at the April meeting.

**Jenessa Keiser - College Relations**

* Jenessa e-mailed the board yesterday for an Affirmative Action contact for a student’s final school project. She will e-mail the board if she needs additional assistance.

**Jessica Reay – SHRM Foundation**

* Jessica reached out to the National SHRM Foundation in regards to our donations. She has not received follow-up on that. At this point, the board has agreed to move on and write off the 2020 donations.
* Jessica reminded board members that we each need to donate $30 to the SHRM foundation throughout the course of each year.

**Angela Caldwell – Community Outreach**

* Angela stated that she has two new committee members. One will be joining LHRMA and taking our next SHRM Certification class. Angela will update our website with Zach.
* Angela discussed that the committee will meet in April and evaluate the volunteer opportunity list and survey the board for top preferences and feedback next month.
* Angela met with the HRAM DE&I chair last month. They are discussing ideas and will meet after the next meeting.
* Angela stated that the Civil Rights/EEO Conference has been rescheduled for October 21st. The meeting will be held in person at Innovation Campus. She will provide additional information as it becomes available.
* Angela will share the top three initiatives that her committee will be working on at our next board meeting. She will also continue working on her Strategic Planning Initiatives.

**Amber Dingwell – Marketing/Social Media**

* Amber stated that she has spent some time trying to plan out a calendar for social media. She is wanting to come up with a theme for each week of the month. She loves the idea of the monthly Program Committee Spotlight and suggested creating videos for each program that we could share with members.
* Amber asked Justin for suggestions on getting new members more involved and ways to get social media involved with this. Justin thought it would be good to highlight new members via social media and do a quick introduction of them, what they are currently involved in at work, etc.
* Micah suggested creating a graphic for new members to share on their social media pages that they joined LHRMA or something along those lines. Justin suggested creating a template to send to new members as well as a consent to post to social media.
* Robbie stated that it would be best practice to get new members to consent to posting their head shot and a short bio about them. From a legal perspective, he said there may be some ramifications if we do not get their consent. Regardless of the legal implications, we should do this as a courtesy. Robbie said it would be good to add a question on the LHRMA application to get a blanket consent for any future social media postings that include pictures from meetings, events, etc. Moving forward, we could add this question to the membership renewal form in order to get consent from current members.
* Justin suggested not adding the consent to the renewal form and just continuing to verbally ask individuals. Amber stated that she wants to continue to increase her social media postings with images. Robbie stated while there is liability, it is fairly small. If a member does not want their picture posted, we can simply remove it. Justin is concerned with members asking questions while filling out the renewal form. Robbie suggested adding a disclaimer at the end of the registration form or renewal form that they are agreeing to images being posted of them for social media campaigns. We can also give them an option to contact somebody if they are not comfortable with their image being shared on social media.
	+ The board agreed to add a disclaimer to our forms and allow members to opt out if they so choose. Micah made a motion to approve this, Amber seconded the motion. No board members opposed the motion.

Board meeting adjourned at 12:45 p.m. The next board meeting is scheduled for Wednesday, May 5th, 2021 from 11:30 a.m. to 1 p.m. The meeting will be held via Zoom conference call.

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