**LHRMA April Board Meeting Minutes**

**Wednesday, May 5, 2021**

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

**Absent**: Jessica Reay, Nichole Hall, Amy Dorenbach

**Action Items:**

* Maggie will work on the budget with our Strategic Planning items.
* 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 May 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.

**Amy Dorenbach - Secretary**

* April Minutes – motion made by Lindsay and seconded by Robbie. No board members opposed the motion.

**Maggie Hayek – Treasurer**

* April Financials:
* Total Income for April: $3,789.15
* Program: $430.00
* Membership: $450.00
* Salary and Benefits Survey: $2,750.00
* Job Posting:  $100.00
* Interest (Checking and Savings):  $59.15
* Total Expenses for April: $2,276.71
* Angela made a motion to approve the April financials. Justin seconded the motion. No board members opposed the motion.
* The draft budget is complete and in Dropbox – 2021 budget. Please review and make any necessary changes or let Maggie know and she will make the changes by May 14. Will approve at June board meeting.
* Please see the full financial reports in DropBox for additional details.

**Jamie Mohrman, President**

* Salary survey update – received all survey numbers. Total numbers with HRAM/LHRMA are:
* Part I – 114
* Part II – 107
* Part III – 93
* LHRMA had 33 participate in part I and II and 23 in part III. Jamie will send out the full report. HRAM also sent out presale banners for marketing to sell the survey. HRAM is already marketing this and we will be sending information out soon.
* Cara Kirsh recently went to Gallagher and is about 90% certain they are going to sponsor. Silverstone is not going to sponsor. We have not signed the contract as we are still waiting to get it back. This is at the $5,000 sponsorship level.
* Couple request this past couple weeks – Food Bank: Mikayla Kempke took over and is starting Capital Campaign and would like to engage our members. She asked if she could speak at one of our future meetings as a community outreach effort. Angela loves the idea and she would be happy to help out. Robbie stated we need to make sure we treat these all the same and be consistent. If we want to partner with them that would work because if we open it for one we have to open it for all. They should complete the sponsorship form. Angela is happy to present it to her to complete. Jamie will get back to her and let her know options and cc Angela to see if there are any other initiatives we can include with this opportunity.
* Kate Boles – city mayoral aid and wanting to start a conversation to see if some of our initiative go with anything she is working on. She wants to see where she can fit in with us. One of her current focus areas is economic recovery initiatives and wants to gain feedback from our membership on what our community should be focusing on versus private businesses. We talked about breakfast option where she can present and have open forum conversation about what is out there in the community or she can be a sponsor. Eager in her role and wants to know concerns out there in the HR space. Robbie stated it would be well attended if the mayor attended too. General framework with Kate and a breakfast is a great idea. This may not need the sponsorship as they are not non-profit they are with the city. Robbie is friends with Jennifer Brinkman and she would be good to have there as well. Some initiatives include: retooling job descriptions, recruiting process more clear, career ladder and being underemployed, asked if we ever talked about employer resource networks versus EAP’s – child care. It would be good to get her list of questions from her prior to the meeting. Do we want to move forward with a breakfast? Coffee with Kate? Jamie will get some dates from her along with questions and share we would like the mayor to be there as well.
* Highlighting board members and Jannah is up first. Amber will have more on this.
* 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.
* May Program Announcements
* Promote salary survey pre-sale
* Justin will announce new members
* Robbie will announce
* Early bird pricing is closing for SHRM conference

**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.
* He wants all of us to understand protected class which includes hair styles now. This impact members of diverse communities.
* Initiative with state council – videos I can share with everyone. Geared towards education and people thinking I don’t know what I want to do and maybe HR is for me. Held some interviews and asked why they picked HR, what classes, what was your path here and we compiled them into a video. Reaching out to high school and college counselors in order to help promote brand of HR as a career pathway.

**Justin Schreier – Membership**

* Justin stated that we currently have 208 members. In April, we had 9 new members. To date, we have had 173 renewals.
* Justin has been able to talk a lot about LHRMA this year and it is great. I think a lot of renewal members are waiting for us to meet in person. Still has a list of people who haven’t renewed so he is going to email them and let them know we are back in person starting in July. He sent Amber a list of new members to start highlighting.
* He is excited to share what we have scheduled for June meeting. Are we going to the zoo?
* Jamie reached out to Delite twice with no response. Jamie is going to try and reach out to Nancy Conway.
* Jamie asked about summer social at the zoo. Should we start looking at dates, times and cost? Micah reached out to LPED and he has a leadership council this afternoon and will get a contact name. Justin stated maybe we can do Food Bank at the social as well.

**Jannah Vanie – Programs**

* May Chapter Program: Tuesday, May 11, 12 pm – 1 pm via Zoom.
* Topic: Employment Law – A Legal Perspective from a Plaintiff and Defense Attorney
* Presenter: Kathleen Neary and Leigh Campbell Joyce
* Jamie asked Jannah if she needed any assistance and she stated not right now but she will reach out in a couple weeks.
* Peyton Carney is really wanting to help out with the board and will eventually want to be on the board.
* Jamie stated we need to make a final decision on the OWL camera and get that purchased. Jannah stated board didn’t have any concerns so she will go ahead and get it purchased.

**Micah Lindblad – Workforce Readiness**

* Not much going on. We have six students set up with internships so that is exciting. Good feedback from employers. Sticking with TCA students.
* Over the summer will connect with career academy. TCA really wants to replicate First Job Lincoln model so will be fun to help shape this with them. May need some additional members assistance. He may need a part-time assistant. Robbie stated they are doing a national search for new leader for TCA so he will be sure to introduce them to Micah.

**Nichole Hall – Certification**

* Not present

**Jenessa Keiser - College Relations**

* No information

**Jessica Reay – SHRM Foundation**

* Not present

**Angela Caldwell – Community Outreach**

* Angela sent out an email in regards to volunteer opportunities. Wants members to review and send her their feedback. Career Ladder task force is looking for mentees for refugees and immigrants and getting them placed into careers. They are focusing on 5 career areas. Angela attached a flyer on the program and would love for Robbie to take a deeper dive to see if this is something we can offer the members. Robbie asked what feedback she is wanting from him. Angela wants to make sure she isn’t crossing into workforce development. She would appreciate information from everyone.
* Micah is happy to pass this along. He would like some scripts to pass around as well. Angela will include more information to share to forward onto those we know in those industries.
* Angela stated Toys for Tots will be held in November.
* Lincoln Literacy has some easy ones I can share with Beth this month.
* Disability awareness month – morning breakfast and LHRMA is sponsoring.
* Talked about doing business clothing drive, business clothes for interviews. Junior Achievement is another good one. They may sponsor a meeting once we go live in person again. We are with LHRMA and her are 8 volunteers to help different activities such as reading at schools – through United Way.
* July program is planned as well. Lincoln Littles reached out to Robbie and I met with her. We discussed sponsorship and she would really like to do the whole program. I worked with Justin and we sent an email to all board members with the outline of the program. This will include a video as well.
* Civil Rights in October is scheduled along with Disability Awareness breakfast.

**Amber Dingwell – Marketing/Social Media**

* Amber created a monthly topic excel spreadsheet. It is posted in Dropbox so please review and get your feedback.
* Will work on Best Places to Work and will plan to reach out to Nichole on members who have received certifications.
* Thanked Justin for membership form and I will run with it after that and we can test it for a couple months and make adjustments.
* My plan is to start posting some things so we can start driving engagement.
* Amber told Angela she would get with her and discuss what we can focus on and come up with the details where people can get involved.
* Angela asked Micah if he would like to partner on the Career Ladder and he was good with it.
* Micah will forward Amber SHRM newsletters so she can use this information to help with putting items on social media.

Board meeting adjourned at 1:00 p.m. The next board meeting is scheduled for Wednesday, June 2nd, 2021 from 11:30 a.m. to 1 p.m. The meeting will be held via Zoom conference call.

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