**LHRMA August Board Meeting Minutes**

**Wednesday, August 4, 2021**

**Present**: Amy Dorenbach, Jamie Mohrman, Justin Schreier, Amber Dingwell, Jessica Reay, Jannah Vanie, Robbie Seybert, Jenessa Keiser, Micah Lindblad

**Absent**: Nichole Hall, Beth Hemphill, Lindsay Selig, Angela Caldwell, Maggie Hayek

**Action Items:**

* Beth will proceed with the NE Digital proposal.
* Jamie will update the board regarding general liability insurance after her call this afternoon.
* Jamie will put together a list of items that Maggie will need to get board members registered for the upcoming HR NE conference.
* Jamie will e-mail board members a link to order additional LHRMA branded clothing.
* Justin and Beth will work on reconciling the membership list.
* Jannah will work on finalizing venue locations for the year.

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

* The newsletter submission deadline is August 20th. Get necessary items to Beth Hemphill. Best way to correspond is via e-mail ([lhrma0048@yahoo.com](mailto:lhrma0048@yahoo.com)). If Beth does not have the volunteer opportunities by this date, she will include them in the next month’s newsletter.
* Jamie discussed the proposal from NE Digital which would be $1,500.00 annually. The proposal includes 12 months of website hosting, the SSL certificate and the initial install set-up. Jessica made a motion to approve the proposal and funding. Robbie seconded the motion. No board members opposed the motion.

**Amy Dorenbach - Secretary**

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

**Maggie Hayek – Treasurer (Absent)**

* June Financials:
* Total Income for June: $1,982.88
  + Salary Survey - $1,200.00
  + Job Posting - $300.00
  + Program - $170.00
  + Membership - $300.00
  + Interest - $12.88
* Total Expenses for June: $12,388.37
  + Salary and Benefits Survey - $9,625.00
  + Best Buy – July Program - $1,350.25
* July Financials:
* Total Income for July: $4,429.57
  + Membership - $850.00
  + Study Group - $3,140.00
  + Program - $30.00
  + Job Posting - $100.00
  + Salary Survey - $250.00
  + Interest - $59.57
* Total Expenses for July: $4,050.84
  + Premier Catering (July Program) - $2,123.66
* Amber made a motion to approve the June and July financials. Justin 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 she has been looking into general liability insurance while Jannah has been researching venues for the fall programs. The recommendation is that we do have this coverage as the venues are requiring it with their contracts. The quote for the insurance is approximately $250 for $1 million dollar in general liability coverage with $2 million aggregate. Jamie has a call this afternoon at 3:30 to ensure that this is the right amount of coverage needed. She will also discuss insurance coverage around providing alcohol at our events. In addition, Robbie suggested getting a quote for cyber security insurance. Robbie questioned if this could be a benefit that HR NE provides to the chapters. The board agreed that Jannah could move forward with booking venues and we will get insurance purchased.
* Jamie reminded board members to register for the HR NE Conference and submit reimbursement to Maggie. Jessica suggested coming up with a simpler method of registering versus having board members register, pay with their own money and then wait for reimbursement through Maggie. Robbie suggested implementing this now so board members can get registered if the cost is prohibitive. Jamie will put together the information that Maggie needs to get board members registered and send out an e-mail to board members. Doing this will allow LHRMA to register board members with one credit card transaction versus doing multiple reimbursement checks.
* Jessica stated that LHRMA needs to provide a SHRM Foundation Basket for the HR NE Conference. This is due next week.
* Jamie proposed sending out a link to board members to order additional LHRMA clothing to wear to events. Board members would receive a $150 stipend to select some items to wear to meetings and events that board members would feel comfortable in. The board agreed this is a good idea. Jamie will be sending out a link.
* Jamie discussed a speaker for the upcoming fall program. Brett Wells with Perceptyx will be presenting in September and will be able to attend in person. This will be a continuation of his previous session discussing HR Analytics.
* Jamie stated that a September Program sponsor has been secured through Give Nebraska. The caveat is that they requested an e-mail component that goes along with their sponsorship. They are sponsoring at the highest level. Give Nebraska proposed 5 e-mail blasts in a monthly capacity. Jamie said that is not something that we typically do. Jamie suggested including something in an e-mail blast and adding additional promotions to the newsletter. She will suggest this to Give Nebraska and let the board know what they say.
* Robbie questioned how many of our meetings are generally sponsored. Jenessa stated that we have had years where almost every meeting is sponsored and years where only 1-2 of our meetings are sponsored. Amber suggested coming up with some more creative ways to get businesses to sponsor meetings. Robbie and Amber suggested going back to some of our previous sponsors to see if they would be interested in sponsoring any upcoming meetings.
* Jamie has not heard back from Kate Bolz from our previous meeting but will follow-up with her.

**Lindsay Selig, Past President (Absent)**

* No report.

**Robbie Seybert, President-Elect**

* Robbie stated that there is no unicameral update.
* Robbie is continuing to meet up for lunch/coffee with board members to discuss 2022-2023.
* Robbie stated that the Biden administration has implemented a 2 month moratorium evection restriction that will include 90% of the population area. Once this is up, it could tremendously effect employers and their employees.
* Robbie proposed going into 2022 we look at an increased membership fee that includes lunches. By doing this, members would be able to do a one-time fee versus seeking monthly reimbursement. Individuals who select this method would still need to register for each meeting but would not have to pay the monthly fee.

**Justin Schreier – Membership**

* Justin stated that we currently have 225 members. In July, we had 2 new members. Justin said attendance at the July program meeting was great.
* Justin received the membership file from SHRM that had 175 members on it. He would like to meet with Beth to reconcile the list. If board members would like to see the membership list, it is saved in DropBox.
* Justin discussed sending Outlook calendar invites for LHRMA meetings and events. Amber is going to check the website for the Add to Calendar link when registering for events. Justin suggested adding the meetings to new member’s calendars when joining as a part of their welcome e-mail.
* Membership Event: Sangria Soiree
* Thursday, August 12th at 5:30 p.m. – Art & Soul
* Individuals will receive 2 drink tickets plus appetizers
* We currently have 31 registrants including 6 non-LHRMA members
* Justin asked board members attending to wear their LHRMA t-shirts. He will also be having some giveaways and will use the table cloth to set up.

**Jannah Vanie – Programs**

* Janna confirmed that for the August social next week, individuals need to register by August 9th. Amber stated that there is a social media post going out later this week for the event.
* Janna stated that last month’s program went well and we were able to get the Owl camera figured out with just a couple of hiccups. She will do more testing with it for the September program.
* September Chapter Program: Tuesday, September 14th, 11:00 am – 1 pm
* Location – TBD
* Topic: Data Driven Decision Making – HR Analytics
* Presenter: Brett Wells with Perceptyx
* October Chapter Program
* Location – TBD
* Topic: Legal Updates
* Presenter: TBD
* November Chapter Program
* Location – TBD
* Topic: D & I Veteran Topic with Toys for Tots
* Presenter: TBD
* Jannah has been working with a number of venues including SCC Continuing Education, The Graduate, East Campus, and the Union space. Jessica requested that the October program not take place at SCC as it is hard to take the baskets up and down to the second floor. The board also suggested using the Isles as a venue location. Jamie volunteered to help Jannah finalize venue locations for the year.

**Amber Dingwell – Marketing/Social Media**

* Amber has some more scheduled posts going out the rest of this week for HR Nebraska. She will also work on getting the September program information pushed out.

**Micah Lindblad – Workforce Readiness**

* Micah will be connecting with Josh at The Career Academy (TCA) next week to begin planning for 2021-2022. They are hoping to expand the program to other career tracks. Micah will provide additional updates as he learns more.

**Nichole Hall – Certification (Absent)**

* No report.

**Jenessa Keiser - College Relations**

* Jenessa stated that Doane no longer has a chapter. UNL is currently the only active chapter.
* Robbie stated he has a contact at Wesleyan who may be interested in being an advisor that he will reach out to. Jenessa will reach out to Kellie Graham to see if she has an interest in being an advisor at Doane.
* The board discussed a number of ideas to increase outreach to college students.

**Jessica Reay – SHRM Foundation**

* Jessica suggested doing some social media posts surrounding why individuals should donate to the SHRM Foundation. She would also like to post a thank you to companies and individuals who have donated baskets.
* Jessica questioned if we could add functionality to the website to do a round up type donation to the website for the SHRM Foundation. The board will ask Beth to check into this as we transition to NE Digital.

**Angela Caldwell – Community Outreach (Absent)**

* No report.

Board meeting adjourned at 1:00 p.m. The next board meeting is scheduled for Wednesday, September 1st, 2021 from 11:30 a.m. to 1 p.m. The meeting will be hybrid with both an in-person option at Jamie’s office or via Zoom conference call. Additional details to follow.

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