**LHRMA September Board Meeting Minutes**

**Wednesday, September 8, 2021**

**Present**: Amy Dorenbach, Jamie Mohrman, Justin Schreier, Jessica Reay, Jannah Vanie, Robbie Seybert, Jenessa Keiser, Beth Hemphill, Angela Caldwell, Maggie Hayek

**Absent**: Micah Lindblad, Lindsay Selig, Amber Dingwell, Nichole Hall

**Action Items:**

* Jamie will send out a Doodle Poll to discuss membership renewal options.
* Beth will continue working with NE Digital to facilitate the update and work on revisions to the website for the e-mail blast and sponsorship portion.
* Jamie will e-mail the board a clothing link for new LHRMA apparel.
* Jannah will schedule a program committee meeting for next month.
* Jessica will continue working on gift baskets for the upcoming SHRM fundraiser.

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

* The newsletter submission deadline is September 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 stated the NE Digital update will occur at the end of September/first of October.
* Beth informed the board that the ability to purchase e-mail blasts was missing from the website but has been re-added. Cline Williams is wanting to purchase an e-mail blast continuing for 6 months. The board agreed that to be consistent we would keep the rate at $50 p/month.
	+ The board discussed promotional e-mail blasts and tier levels listed on the website. It was agreed that we would remove mailing labels as an option from the website.
	+ Robbie suggested having an exclusive e-mail blast option at $500. The board discussed the sponsorship levels and gearing people towards that. Beth will work to ensure that the website information is re-worded and the sponsorship information is all on the same page. Once this is complete, we will have Amber share it on social media.

**Amy Dorenbach - Secretary**

* Jessica made a motion to approve the August minutes in Dropbox. Robbie seconded the motion. No board members opposed the motion.
* Beth volunteered to take minutes for October’s board meeting as Amy will not be in attendance.

**Maggie Hayek – Treasurer**

* August Financials:
* Total Income for August: $6,797.50
	+ HR Job Posting - $100.00
	+ Membership - $450.00
	+ Program - $430.00
	+ SHRM Study Group - $1,495.00
	+ Sponsorship - $500.00
	+ HRAM - $1,492.50
	+ SHRM Payment - $2,330.00
* Total Expenses for August: $7,255.00
	+ HR NE Conference - $1,400.00
	+ NE Digital - $1,662.00
	+ SHRM Learning System - $4,193.00
* Financial Review & Taxes
	+ Maggie is working with Krystal from HBE on our financial review and to submit taxes which are due by November 15th.
* Angela made a motion to approve the August financials. Jenessa seconded the motion. No board members opposed the motion.
* Please see the full financial reports in DropBox for additional details.

**Jamie Mohrman, President**

* Jamie requested State Conference feedback from board members, both positive and negative.
	+ Jannah preferred the live session versions but said it was nice to be able to pause the recorded sessions. She stated that the Compassion Fatigue session was really good. Jannah noted that there were not really any sessions on recruiting trends, they were all really focused on Covid and mental health.
* Jamie discussed the Volunteer Leadership Business Meeting that is coming up in November. If any board members are interested in attending this year, there is a virtual option to attend, let Jamie know. Robbie will be representing the board in DC for the event.
* Jamie stated that HRAM reached out to her to discuss that as part of the contract with the salary survey sponsor this year there will be a special program on October 19th/20th that will last 90 minutes on Trends in Compensation and Benefits. This program will be free for anybody who purchased the survey and $15 to anybody who did not. The program will be opened up to individuals across the state. Erin with HRAM is going to put together promotional flyers for the program that we can then share with our membership.
* Jamie discussed that she is still working on the LHRMA clothing with ArtFX. She has a link to allow members to choose what they would like and the budget is $100 p/person with a wide array of items to choose from. Jamie will get the link sent out today and we can e-mail her the items that we would like purchased. Ideally, Jamie would like to place the order by the end of September.
* Jamie stated we were able to secure a quote and coverage for our general liability insurance. The overall policy will cover all of our programs and events. If we host an event with alcohol we would need to contact Will at Inspro for an individual one-time coverage policy. The general liability coverage was approximately $632 annually. The special additional one-time alcohol event coverage would be approximately $326 p/event.
* Jamie discussed that our registration numbers are pretty low this month. As of Friday, we only have about 24 individuals registered. Jamie questioned comfort levels with COVID. Robbie stated that until we move to red on the risk dial, we should continue in-person meetings with the hybrid option. If we do move to red on the risk dial, we can then transition to virtual only.
* Jamie stated that we have $700.00 coming to LHRMA from the HR NE promo for new members.

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

* No report.

**Robbie Seybert, President-Elect**

* Robbie stated that the Unicameral will be in session later this month to work on redistricting.

**Justin Schreier – Membership**

* Justin discussed the August Sangria Soiree event and said it was great, 18 individuals were in attendance. This was about half of the people who had initially signed up. He definitely wants to do another event like this next year.
* Justin stated that we currently have 231 members. In August, we had 4 new members, 2 renewals and 1 new member from NE SHRM.
* Justin discussed the upcoming renewal plan. He’s hopeful that the NE Digital update will help assist with the renewals. Robbie questioned if it would be helpful to get the update done first and then work on renewals. Robbie suggested adding a note to the website that the membership will automatically renew. The board agreed to hold off on the renewal process until the update is done. At the October program, we can make an announcement that renewals will be coming soon. Our goal will be to have the HR NE update done by the 2nd week in October so we can initiate the renewal process.
	+ The board discussed a number of membership renewal options that we may want to roll out in the future which will be discussed in more detail at a later date and includes the following:
		- Auto-renewal with a credit card
		- Company memberships for their employees
		- Assigning LHRMA ID numbers to individuals

**Jannah Vanie – Programs**

* September Chapter Program: Tuesday, September 14th
* Location – East Campus Union
	+ Jamie and Jannah will be going to East Campus tomorrow to test out the technology to ensure it’s working appropriately.
	+ Parking for the meeting will be $30 or $60 plus $7 per car. Jannah will send out a parking map to Beth to send out to individuals who have registered for the event.
* Premier Catering
	+ Will need an estimated headcount from Beth by tomorrow.
* Topic: Data Driven Decision Making – HR Analytics
* Presenter: Brett Wells with Perceptyx
* October Chapter Program: Tuesday, October 12th
* Location – Isles Pub & Pizza
* Topic: Legal Updates
* Presenter: Mark Fahleson and Tara Paulsen
* LHRMA will be doing the SHRM fundraiser gift baskets at this meeting
* November Chapter Program: Tuesday, November 9th
* Location – SCC Continuing Education Center
* Topic: Attracting and Helping Veterans Re-Acclimate to the Workplace
* Presenter: Ken Carlson
* Toys for Tots will be at the November program.
* Jannah stated she will plan a committee meeting for next month to discuss the December social and end of year assistance plan. Robbie stated that we will need to start planning for January’s meeting as well. This can be added to the agenda for the committee meeting.

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

* No report.

**Micah Lindblad – Workforce Readiness (Absent)**

* No report.

**Nichole Hall – Certification (Absent)**

* No report.

**Angela Caldwell – Community Outreach**

* Angela stated the Civil Rights Conference is coming up on October 21st. She is going to reach out to SHRM to see if it qualifies for credit. Angela requested some tri-fold brochures to set out on the LHRMA table. Justin will bring these to our next board meeting.
* Angela discussed the Disability Awareness event that will again be held virtually this year.
* Angela stated that the Toys for Tots event will be at the November program.
* Angela will continue to send volunteer opportunities to Beth.

**Jenessa Keiser - College Relations**

* Jenessa will update the board on the mentorship program at next month’s board meeting. She requested to be moved up a little higher on the agenda next month.

**Jessica Reay – SHRM Foundation**

* Jessica met with her committee and they are actively looking for donation baskets for the upcoming October meeting. Jessica has a work event on the day of the October meeting and will not be in attendance but will send somebody in her place.

Board meeting adjourned at 1:10 p.m. The next board meeting is scheduled for Wednesday, October 6th, 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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