**LHRMA October Board Meeting Minutes**

**Wednesday, October 6, 2021**

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

**Absent**: Micah Lindblad, Amber Dingwell, Amy Dorenbach

**Action Items:**

* 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.
* Jessica will continue working on gift baskets for the upcoming SHRM fundraiser.

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

* The newsletter submission deadline is October 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 she is waiting to get a template from NE Digital so they can upload our current members.
* Beth will be getting an email blast out with new renewal information.

**Amy Dorenbach – Secretary (Absent)**

* We did not approve the September minutes

**Maggie Hayek – Treasurer**

* September Financials:
* Total Income for September: $3,822.56
* Membership - $150.00
* Program - $540.00
* SHRM Study Group - $1,420.00
* Email Blast - $50.00
* Salary and Benefits Survey - $1,650.00
* Interest - $12.56
* Total Expenses for September: $5,019.85
* Premier Catering (September Program) $1,037.32
* Chapter Management - $2,000.00
* General Liability - $632.40
* SHRM Learning System - $600.00
* Financial Review & Taxes
* Maggie is working with Krystal from HBE on our financial review and to submit taxes which are due by November 15th.
* Lindsay made a motion to approve the September 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 stated the membership sub-committee met last Friday. With the new software and ability to pay with autopay the decision was made to change our membership rates to $125 annually. This amount will cover their membership costs along with the costs for the lunches at the programs. This will be a one-time payment, so they don’t have to pay $10 for each month they attend. We will also be incorporating a corporate membership to organizations with 5 or more members. This is not something we will be advertising just doing a pilot with the few organizations where this currently occurs.
* Robbie stated Amber will be creating some marketing to promote via social media and e-mail blasts. This will have an effective date of 11/1. We will see how it goes for a year to see what works and what does not.
* Lindsay asked if there were any concerns that our price is over HRAM’s cost? HRAM’s membership is $120. Robbie did not seem too concerned. It may affect a couple member’s but he does not see it having a big impact and that is something we can monitor. Jamie stated she thought their program costs were more as well.
* Angela asked if the companies who have 5 or more members will be able to post a position for free. Robbie thought that would be a good benefit and we could do that.
* Jamie stated we will still charge non-member pricing at $20 for virtual and in-person meetings.
* Robbie asked the board if we should consider increasing the non-member pricing to $25. Lindsay stated she thought increasing to $25 would be okay. Board agreed we need to increase to $25.
* Jamie discussed the Special Virtual Program being held Tuesday, October 19, from 9:30-11. Cara Kirsch is presenting, and it is free to board members and those who completed the salary survey.
* Jamie shared the VLBM is in November and Robbie will be representing. She added if anyone wants to attend because it is virtual, we can do so. Robbie will be reaching out to a couple of individuals to attend so be watching your email.
* Jamie shared LHRMA clothing order is in process. She does not have an ETA on arrival.
* Jamie stated she is still awaiting a quote for cybersecurity through INSPRO. Hope to hear back soon.
* Jamie stated UNL is requesting a speaker to meet with a group of students on behalf of LHRMA on 10/25 from 530-630. Jenessa said she was planning to do it. If anyone else want to join they sure can, just reach out to Jenessa.
* Jamie discussed maternity leave coverage. She is planning to be out on her due date November 15 unless it happens before then. She does plan to be available for any questions. Robbie stated for the next few months to make sure to cc: Jamie, Robbie, Lindsay, Jannah and Beth on all emails just to make sure nothing falls through the cracks.
* Jamie stated we received a contract from Zach Tobey. He is going to be an independent contractor with us as he was in the past. If you have any requests for things to look different on the website, he will update them for you. Please look at your pages and let him know. Jamie will get everyone his new email address.

**Lindsay Selig, Past President**

* No report.

**Robbie Seybert, President-Elect**

* Robbie stated legislative redistricting is done so that is good. Glad it all worked out. No major implications for us. Federal level will figure it out soon. Reconciliation package will happen first and it includes things such as tax credits for child care, elder care, and PACA. This package will have ripple effects for all of us.
* Robbie shared the nomination committee met last week so will be reaching out to everyone and letting them know what that looks like.

**Justin Schreier – Membership**

* Current members: 242
* New Members: 13
* Justin wanted to verify those members who join through the fall SHRM certification class will still be given a membership through 2022. The board agreed it would.
* Justin shared he worked with Newslink and received 100 brochures and 300 trifolds and they were updated with the new branding, membership pricing, along with the free lunch. Total cost was $437.85. Justin asked Maggie if he could send her the information to Newlinks and if she could pay them. Maggie stated she would take care of it.
* Justin stated he will continue to work on communication of membership renewal with new cost. Jamie stated we could talk about it on Friday at the programs meeting.

**Jannah Vanie – Programs**

* October Chapter Program: Tuesday, October 12th
* Location – Isles Pub & Pizza
* Topic: Legal Updates
* Presenter: Jen Ralph 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 needs a head count as soon as we have one. Halloween theme from speakers.
* Jannah stated she is still working on the catering for the November meeting. Will talk about everything else on Friday with the programs committee. She probably will not be at the next board meeting. She will email everyone with updates.
* Jannah will be testing the owl at the Isles this week before the meeting on Tuesday.

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

* No report.

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

* Starting to contact and confirm employers for next year. Would like to secure as many employers as possible before end of year.
* Please share with your HR/IT teams that if they are looking for a summer ’22 intern to consider signing up for First Job Lincoln.

**Nichole Hall – Certification**

* All is going well with the study group. Two are on zoom and the rest are in person.

**Angela Caldwell – Community Outreach**

* Angela stated she met with a representative for Junior Achievement and they asked for us to share their events and activities. These events will be for the next semester. Will send information.
* Angela shared she is all set for the program in November. We have 3 speakers – Ken Colsen, Dick Burch – Hero to Hire, and Matt Becker – Hexagon. She plans to discuss topics and the order of how things will flow at the Friday meeting. Marines Toys for Tots will be at that meeting.
* Angela shared the Civil Rights program is being moved to April 2022 due to Covid.
* Angela shared the EMPLOYLNK career fair is tomorrow so will get materials from Justin. They did not put our logo on the flier because they assumed we were a member of EMPLOYLNK and are not so this is something we may want to discuss. Angela is hoping to boost some membership and LHRMA is hosting the food and beverages.

**Jenessa Keiser - College Relations**

* Jenessa stated she is working with the Hospitality, Restaurant, Tourism, and Management (HRTM) program at UNL to get their HRTM with an HR emphasis program as a participating/eligible program with SHRM to allow students to be able to take the SHRM-CP exam in their final semester of college. The College of Business BS in Business Administration HR Management program is currently an approved school with SHRM. She is also meeting with the HTRM HR class along with the UNL SHRM chapter advisor to discuss the UNL SHRM chapter and how they can get involved. Jamie stated it could be good to take LHRMA shirts.

**Jessica Reay – SHRM Foundation**

* Jessica stated she is still working on collecting raffle donations. We are struggling for baskets this year. In reviewing who gave basket donations in the past it shows they are no longer members. All props go to Tara Christensen as she did all the work in getting the baskets we do have to date. Robbie stated he would reach out to Union Bank. Jenessa will ask Michelle if she would donate a basket. Jamie said she will reach out to Kidwell. Please let Jessica know if you are able to get any more basket donations and if so to have them at The Isle’s by 11:15 a.m. on Tuesday.
* Jessica reminded all board members to get her $30 for their annual SHRM donation.

Board meeting adjourned at 12:45 p.m.  The next board meeting is scheduled for Wednesday, November 3rd, 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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