**LHRMA October Board Meeting Minutes**

**Wednesday, October 5, 2022**

**Present**: Beth Hemphill, Amy Dorenbach, Robbie Seybert, Stacy Grant, Genelle Moore, Julia Messineo, Amber Dingwell, Peyton Carney, Nichole Hall, Jill Ward, Justin Schreier, Jessica Citta

**Absent**: Jamie Mohrman

**Action Items:**

* Board members will prepare a SWOT analysis for their program prior to the Strategic Planning Meeting and Board Event on October 13th.
* Beth, Amber and Justin will work on materials and marketing of the November membership kickoff.
* Justin will send out an Outlook calendar invitation to individuals who have registered for the Deer Springs Winery event.
* Justin and Jill will ensure the donation to the Center for People in Need gets submitted.
* Peyton will follow-up with Cara Kirsch and continue working on the Zoo Lights social event.
* Julia will follow-up with Robbie and Amber and let them know if they are needed for the speaking engagement on benefits and compensation.
* Julia will continue working on and brainstorming ideas for the HR project for students.

**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.
* Robbie reminded board members about the Board Membership Challenge that is still in effect for October. Board members will receive a $50 gift card for any new member that they recruit in October.
* Beth stated that as of yesterday, 50 individuals have registered for the October program. The meeting will only be held in-person with no virtual option.
* Justin suggested that if we get to 300 members by October’s meeting next week to share this with attendees as something to celebrate.

**Amy Dorenbach, Secretary**

* Stacy made a motion to approve the September minutes in Dropbox. Genelle seconded the motion. No board members opposed the motion.

**Jill Ward, Treasurer and SHRM Foundation Director**

* September Financials:
* Total Expenses for September: $12,125.23
	+ SHRM Learning Systems - $7,251.76
	+ Programs - $1,658.15
* Total Income for September: $3,279.94
	+ SHRM Certification Study Group - $1,460.00
	+ Membership - $475.00
	+ Programs - $225.00
* Julia made a motion to approve the September financials; Genelle seconded the motion. No board members opposed the motion.
* Please see the full financial reports in DropBox for additional details.

**Robbie Seybert, President**

* Robbie discussed the upcoming Strategic Planning Meeting and Board Event which will be held on Thursday, October 13th.
* Robbie reminded board members that he would like everyone to do a SWOT analysis on their individual programs.
* Announcements
* Justin will announce the Deer Springs Event.
* Robbie discussed the November membership kickoff. He proposed announcing that we will not be increasing dues and that if you register in November, your membership will be good through the rest of 2023.
* The board agreed that no changes need to be made from what was done last year.
* Beth and Amber will work on getting information sent out and put on social media.
* Robbie stated that we will need to include something in the materials that if you signed up for auto-renewal, there’s nothing additional that they’ll need to do.

**Jamie Mohrman, Past President (Absent)**

* No report.

**Jessica Citta, President-Elect**

* No report.

**Justin Schreier, Membership**

* Justin stated that LHRMA currently has 299 members.
* October Fall Membership Event at Deer Springs Winery
* Thursday, October 20th from 5 p.m. – 7 p.m.
* Registration is live on website and social media
	+ <https://lincolnhr.org/event/lhrma-membership-fall-event/?instance_id=973>
* Justin is considering sending an Outlook invite to all current members. Rather than doing this, the board agreed that Beth add the event information to the Friday newsletter. Justin will send out an Outlook invite to those who have already registered.
* Currently, 8 individuals have registered. Justin is hoping we have 20-25 individuals attend.
* Justin and Jill will work together to ensure that the donation to the Center for People in Need gets submitted.

**Peyton Carney, Programs**

* October 2022 Program
* Topic/Speaker: LPS Superintendent, Dr. Paul Gausman. Robbie confirmed.
* Location: Del Ray. Confirmed, (in-person only).
* Catering: YesChef will be doing a build your own rice bowl bar which will include beef and chicken, rice and beans, lettuce and toppings.
* November 2022 Program
* Topic: Potential Supreme Court and Election Update
* Speaker: Sue Loerts with Jackson Lewis
* Location: SCC Continuing Education Building. Confirmed.
* Catering: TBD
* December 2022 Social – Zoo Lights
* December 13th in the Zoo Multi-Purpose Room
* Proposal
	+ Coffee cart arrives at 5 p.m.
	+ Staggered ticket times: Pick one of the following times: 5:30, 6:00 or 6:30 entrance times.
	+ Once proposal is confirmed, Peyton and Jamie will book Coffee Cart (same as last year) and will work with Beth to create a website RSVP.
	+ The board agreed on this proposal and Peyton will continue planning the social event.
* Board Discussion
* Cara Kirsch presented at the special September Program meeting. Lots of new faces at this meeting and very interactive. Around 40 individuals registered and 20-25 of them were in person.
	+ Cara would like to do, and those present at the meeting agreed, on doing a virtual-only program to talk about benefits, benefit costs and rate negotiation. Peyton let Cara know that the board would need to discuss before we proceed.
	+ Robbie stated that he didn’t think this would conflict with anything that the board has planned. He proposed doing this in the 1st quarter of 2023 on an off-week of the programs meeting.
	+ Beth suggested having Cara speak at one of our monthly meetings as well. Peyton will coordinate with Cara on this.
* Robbie stated that the programs committee met and came up with a tentative monthly program schedule for 2023. They agreed to stick with the hybrid option and will continue utilizing Southeast Community College and Del Ray Ballroom. The committee is working on coming up with more sponsors for the programs. They are also working on coming up with new catering ideas. If you have any additional ideas send them to Robbie or Peyton.

**Amber Dingwell, Marketing**

* Amber stated that she ordered some new LHRMA promotional items. She has ordered some water bottles, chip clips, t-shirts as well as some other higher priced items. She should be receiving these in the next week or so. If you’d like any of these items, let her know. She envisioned using them for service events or any in-person events that we could do additional marketing at.
* Amber discussed that she been working with Strictly Business for LHRMA marketing and has also been keeping things up to date on social media.

**Stacy Grant, Workforce Readiness**

* Stacy stated that the Workforce Readiness Committee met on October 4th to reconnect and start brainstorming for next year. They set a date for ACE IT Day which will be on February 23rd, 2023.

**Nichole Hall, Certification**

* Nichole stated that the Fall Study Group is going well so far!

**Genelle Moore, Diversity and Inclusion**

* No report.

**Julia Messineo, College Relations**

* Julia recently met with the sponsor and president for the UNL SHRM Group. They are looking for a speaker on compensation and benefits for October 26th at 7 p.m. Robbie suggested reaching out to Cara Kirsch. If a backup is needed, Robbie and Amber agreed to partner up on it. Julia will let them know by Friday if they are needed.
* Julia will share with the students our membership volunteer event in April.
* Julia discussed that they are looking to work with the SHRM group in the spring on an HR project. The board agreed this would be a great idea and would allow students to have some real world experience.
* Jessica mentioned that Crete Carrier worked with UNK students on supply chain and distribution. They also offered scholarships to the students.
* Julia envisioned the professors coming up with case studies for the students.
* Julia discussed confidentiality and stated that the students could sign non-disclosure agreements to ensure that the companies maintain privacy.
* Julia stated that the mentor program will begin in January for the spring semester.
* Julia mentioned that a professor offered to host a program at the UNL College of Business and said that they could provide a tour. Robbie stated that in the past; logistically speaking, parking has been a barrier. However, if they would like to host a board meeting, that may work better. Julia will follow-up with the professor.

Meeting adjourned at 12:17 p.m. The next board meeting is scheduled for Wednesday, November 9, 2022 from 11:30 a.m. to 1 p.m. The meeting will be held at LPS (5910 O Street) or via Zoom.

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