**LHRMA January Board Meeting Minutes**

**Thursday, January 5, 2023**

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

**Absent**: Beth Hemphill

**Action Items:**

* Amy will work with HRAM regarding the 2023 salary survey.
* Amber and Beth will work together to develop a virtual invitation to be sent to NE Chapter Presidents for the February program meeting.
* Amber will continue working on the rebranding update. Board members, please complete the survey that is linked on the January agenda.
* Jamie will finalize the agreement and book purchase for the February meeting with Nicole Bianchi.
* Jamie will e-mail Beth regarding a donation basket.
* Justin will work with Beth to confirm that the membership count is accurate and all auto-renew payments were processed. He will also work with Beth on a 2023 code for board members to renew.
* Justin will reach out to the Center for People In Need to tentatively schedule a volunteer event for early April.

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

* The newsletter submission deadline is January 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.

**Amy Dorenbach, Secretary**

* Jessica made a motion to approve the November minutes in Dropbox. Stacy seconded the motion. No board members opposed the motion.
* Amy e-mailed Sarah with HRAM regarding the 2023 salary survey. More details will be provided.
* Robbie stated that they spoke last week and they agreed to keep the same terms. Sarah will get us a new contract and we will get that finalized. Beth and Amber will do the marketing for the survey.

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

* November Financials:
* Total Expenses for November: $6,880.29
  + VLBM Conference expenses: $2,646.40
  + Board gifts and lunches: $1,498.91
  + Insurance renewal for Directors and Officers: $958
* Total Income for November: $7,025.47
  + Membership: $6,250
  + Meeting sponsor: $500
  + Program: $275
* December Financials:
* Total Expenses for December: $6,901.12
  + December Social Event: $1,821.60
  + Advertising purchases: $1,048.37
  + Instructor gift cards for SHRM study group: $1,183.06
* Total Income for December: $7,578.75
  + Membership: $6,000
  + Meeting sponsor: $500
  + SHRM Certification Study Group: $845
* Year End Report:
* Total Year End Income for 2022: $100,999.53
  + Membership Income: $28,650
  + SHRM study group income: $19,295
  + LHRMA income received from SHRM: $11,107
* Total Year End Expenses for 2022: $96,016.22
  + SHRM learning systems: $15,060
  + Program expenses: $14,702
  + SHRM Conference for two board members: $11,091
* Net Profit for 2022 - $4,983.00.
* Justin made a motion to approve the November and December financials; Amber 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 if the board wanted to continue using LES as the new board meeting location due to its remote location. The board agreed that the location works fine.
* Robbie stated that Beth will be absent during the month of January. Jamie, Hannah and Peyton will all assist in covering her role at the January program meeting.
* Announcements
* Nichole will announce the Spring Study Group. The deadline to enroll is January 23rd.
* Jamie will make an announcement regarding the February program.
* Genelle will announce the book that is to be posted on the website and announce the D&I speaker for April.

**Jamie Mohrman, Past President**

* Jamie stated that Nicole Bianchi has been confirmed as the keynote speaker for the February program.
* They are working on bulk pricing for her book; Small Brave Moves. Everyone who attends the event in-person will receive a copy of the book. The board agreed to order 125, soft cover books. Jamie will lock-in the agreement with Nicole.
* Nicole is okay with LHRMA opening up the event to other Nebraska chapters.
* Initially, Nicole was given the incorrect date for the program meeting and she is not available the week after. Therefore; the program meeting will be held on February 7.
* Jamie stated that the committee is working on continued sponsorships for 2023. Please share any ideas that you may have.
* Jamie confirmed the OneSource sponsorship for the May program. Neal will present at the meeting.
* Jamie will e-mail Beth information regarding the donation basket that is needed for SHRM.

**Jessica Citta, President-Elect**

* No report.

**Justin Schreier, Membership**

* Justin stated that LHRMA currently has 267 members. He will confirm with Beth, once she’s back that the payments all went through.
* Expired Members: 65 (includes 9 board members – Do we need a 2023 code?). Justin will work with Beth on this.
* Membership would be at 332 if all expired members renew
* Justin stated that he has a new committee member, Maria Rowan. They are meeting on January 13 to work on plans for New Member Orientation.
* Jessica questioned if LHRMA is still using the group rate. Justin stated that using the group discount code has worked very well. If any board members know of a larger group that may be able to utilize this, let him know and he can reach out to them.

**Peyton Carney, Programs**

* Peyton confirmed the 2023 Program Dates are the 2nd Tuesday of every month. The dates are incorrect on what was sent out previously and what is on the website. She will work with speakers to ensure the dates still work and follow-up with the board.
* January 2023 Program
* Topic: Performance Conversations and Goal Setting
* Speakers (Panel): Chad (Zelle), Susan Becker (Assurity), Erin Bond (Speedway). Confirmed.
* Location: SCC Continuing Education Building. Confirmed.
* Catering: Yes Chef (Catered the taco bar at the Del Ray ballroom): Pasta, salad
* February 2023 Program
* Topic: Leadership/Small Brave Moves
* Speaker: Nicole Bianchi – 2023 Kick Off Program (in progress)
* Location: SCC Continuing Education Building. Confirmed.
* Catering: Bagels & Joe (in progress)
* March 2023 Program – Hannah’s first meeting that she is running point on
* Topic: Leadership Resources: Why Professional Development Matters
* Speaker: Leadership Resources
* Location: SCC Continuing Education Building (in progress)
* Catering: TBD
* Robbie suggested sending a virtual invite to NE chapter presidents for the February program. Amber and Beth will work together on developing an invitation.

**Amber Dingwell, Marketing**

* Rebranding Update – LHRMA to Lincoln HR. We will once again be working with Mary; who helped us last time for the design “refresh”.
* Logo
  + Research and concept development, presentation of 3-5 design options, two rounds of client and design revisions, preparation, and delivery of original, jpg, png and eps files.
* Timeline:
  + 2-weeks for concept and design
  + 2-weeks for revisions and final file preparation
* Cost Estimate: $350
* Additions: Board photos – Headshots and group photos. Working on renting out a space and a time that would work well for everyone.
* Action requested from board: Complete survey that is linked on the agenda.

**Stacy Grant, Workforce Readiness**

* Stacy stated that her committee met with Josh last month. He is pushing to expand the workforce readiness program to other avenues. They will discuss this more in-depth soon.
* Stacy will invite Julia to the next meeting to discuss the Ace IT program.

**Nichole Hall, Certification**

* Nichole stated that the Spring Study Group registration is open and ends on January 23rd. The study group session starts on February 6th. The group will continue to meet at SCC and will be held in a hybrid format. As of now, only one individual has registered.
* Nichole stated that LHRMA was awarded 2022 SHRM Learning System Champion status and the website has been updated. The 2022 SHRM Learning System Champions were recognized at the Volunteer Leaders Business Meeting that took place in November.

**Genelle Moore, Diversity and Inclusion**

* Genelle stated that the D&I committee will be meeting on the 11th. They have finalized a D&I topic for the April meeting which will be Intersectionality: A Perspective of Diversity in the Workplace. They have also extended an invitation to Pete Ferguson to present at the April program meeting.
* Genelle discussed the new book that will soon be posted on the LHRMA website. The title is “Why Are All the Black Kids Sitting Together in the Cafeteria”. This is a straight talk book about racism. She should have it on the website in the next week.

**Julia Messineo, College Relations**

* Julia stated that the spring semester for UNL has not yet started. She discussed inviting the students to the April meeting. The board agreed that would be a good idea.
* Julia discussed inviting the students to the volunteer event but couldn’t recall the date. Justin will touch base with the Center for People in Need to finalize a date. The board agreed it would be a great idea to invite them to the event. A proposed date is early April.

Meeting adjourned at 12:34 p.m. The next board meeting is scheduled for Wednesday, February 1, 2023 from 11:30 a.m. to 1 p.m. The meeting will be held at LES (9445 Rokeby Road) or via Teams.

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