**LincolnHR January Board Meeting Minutes**

**Wednesday, January 8, 2025**

**Present**: Amy Dorenbach, Jill Ward, Jessica Citta, Katie Welp, Kaylie Hogan-Schnittker, Nichole Hall, Julia Messineo, Robbie Seybert, Kelsey Blersch, Ashley Nichols, Joanna Sandvold, Amber Dingwell, Beth Hemphill

**Absent**: Jesse Erickson

**Action Items:**

* Ashley and Joanna will continue trying to get sponsors and will reach out to the board if assistance is needed.
* Katie and Beth will work through some of the membership list challenges and get expiration dates updated to year-end versus mid-year.
* Katie will work with Jesse to create an e-mail teaser with upcoming topics to recruit previous members for 2025.
* Ashley, Joanna, and Katie will brainstorm ideas for a community service event in April.
* Ashley will reach out to Pam Bourne to see if she would be interested in doing a workshop.
* Amber and Julia will connect to discuss a scholarship opportunity for the spring study group.
* Kelsey will reach out to Shari to see if she’s aware of any upcoming DEIB events in the Lincoln area.

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

* No report.

**Amy Dorenbach, Secretary**

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

**Jill Ward, Treasurer**

* November Financials - $64,292.74
* Total Expenses for November: $5,531.71
  + Zoo Lights December Membership Event: $1,525.00
  + November Program: $857.98
  + VLBM Conference: $700.28
* Total Income for November: $2,253.20
  + Membership: $2,100.00
  + Interest: $53.20
  + E-Mail Blasts: $50.00
* December Financials - $72,471.43
* Total Expenses for December: $4,494.16
  + VLBM Conference: $1,027.44
  + Directors and Officer Insurance: $1,024.00
  + SHRM Study Group Instructor Gift Cards: $669.99
* Total Income for December: $12,672.85
  + HR NE State Conference Funds: $7,400.77
  + Membership: $4,650.00
  + Job Posting: $600.00 ($500.00 was reimbursed to the company in January ’25 due to duplication).
* Nichole 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.

**Jessica Citta, President**

* Jessica stated that board members are halfway through their 2-year commitment and expressed gratitude. If any board members need additional support or have questions, please let her know.
* Jessica contacted the Western Region Director and Grand Island Chapter President to share our January and February programming. This is an initiative that developed from VLBM in November.
* Jessica questioned if we have any updates on sponsorships for the year.
* Ashley stated that sponsorships were not going great. She is going to look at the list of potential sponsors and reach out to them. We do have a sponsor lined up for January. They also have a couple of others who have said they would sponsor again but have done so recently as well. Ashley and Joanna are trying to space them out a bit. Ashley and Joanna will keep the board updated if they need additional assistance with sponsors.
* Meeting Announcements
* Best Places to Work

**Robbie Seybert, Past President**

* Robbie discussed the upcoming Leadership Conference on February 20th and 21st.
* Robbie stated that the room block is now open and available for the HR Leadership retreat in February. Chapter Presidents were asked to send this information to their 2025 board members and encourage them to attend if they are able. HR NE is paying for the hotel stays for all 2025 HR NE board members and 2025 local chapter board members.
  + Courtyard Lincoln Downtown Haymarket - $119.00 per night.
  + Last day to book: Thursday, January 30, 2025
  + <https://www.marriott.com/event-reservations/reservation-link.mi?id=1733168564761&key=GRP&guestreslink2=true&app=resvlink>

**Nichole Hall, President-Elect & SHRM Foundation Director**

* Nichole attended the Day in the District Committee Meeting on December 16th. More information will be coming soon to share with our membership.

**Katie Welp, Membership**

* Current Members: 248 per the dashboard
* Katie stated that 142 members have paid the membership fee since October 2024, others are before that.
* Katie believes we need a plan to understand why people remain on the membership list, but it doesn’t appear that they have paid.
  + Some are board members, but not all have the board code.
  + Same say “manual entry”.
  + Some say nothing.
* Katie questioned if we could adjust expiration and next payment dates so even if somebody signs up in February, their membership expires on 12/31 and their next payment date is at the beginning of the year. Katie is seeing that we have payments coming but they are staggered throughout the year.
  + This is something that can be done. Katie will send Beth a list of memberships that are expiring mid-year. Beth will then e-mail the list to Nebraska Digital to get memberships that are expiring mid-year to expire on 12/31.
* Katie stated that currently we have four individuals who have registered for the January programs who do not appear to have a membership.
  + Katie has already reached out to one of these individuals and will e-mail the three others.
* Katie presented six additional members who are listed as members but have not paid. One of them, Beth needs to invoice them for as they are with the state. Katie and Beth will work through the other individuals.
* Katie would love to work with Jesse to send an e-mail to only previous members who have not renewed with a teaser of upcoming topics in 2025.

**Ashley Nichols and Joanna Sandvold, Programs**

* January 2025
* **Topic:** Defensive Leadership – The “Other” Side of Leadership
* **Speaker:** DeMoine Adams
* **Location:** SCC Continuing Ed Building – Rooms 303 and 304
* **Sponsor:** Lincoln Capital Solutions, LLC
* **Catering: TBD -** SCC has a new catering requirement that requires us to use their in-house catering service unless it is not available. She has reached out to get a menu and pricing, but they have not yet responded. Ashley will keep the board updated on this.
* February 2025
* **Topic:** From Conflict to Cooperation: HR Lessons from a Hostage Negotiator
* **Speaker:** Scott Tillema
* **Location:** SCC Continuing Ed Building – not confirmed
* **Sponsor:** TBD
* **Catering:** TBD
* March 2025
* **Topic:** “Ageism” or “Inclusive Language & Events”
* **Speaker:** Shari Collins
* **Location:** SCC Continuing Ed Building – not confirmed
* **Sponsor:** TBD
* **Catering:** TBD
* Ashley questioned if anybody had any ideas for April’s community service event. Katie will work with Ashley and Joanna to get something planned. Kaylie had an idea and will send contact information to Ashley for this if she wants to reach out.
* Ashley discussed the May Program. She attended a role-playing seminar that was great regarding ADA accommodations and conversations with employees. She thought this may have potential for a pre-lunch session with Woods Aiken before the labor law update.
  + The board discussed having two separate events; a law update and a separate meeting about this.
  + Amber suggested bringing back the workshop idea. Ashley will reach out to Pam Bourne to see if she would be willing to put on a workshop as well.
* Ashley discussed programs for the rest of the year. She and Joanna have potential ideas but don’t quite have everything locked in yet.
* Ashley discussed a potential pre-speaker presenter who had reached out to her: Angie Graham, UNL Center on Children, Families, and Law. Training, coaching and team development for industries/people involved in social welfare or juvenile justice system.
  + The board suggested she sign up for a sponsorship. Ashley stated that she is not wanting to sponsor a program but will see if she would be interested in an e-mail blast which would be a far cheaper option.
  + Kaylie stated that Ashley could send Angie her way as they have a number of ways to get her in front of a number of individuals specializing in her area.

**Jesse Erickson, Marketing (Absent)**

* No update.

**Kaylie Hogan-Schnittker, Workforce Readiness**

* Kaylie is planning for 2025 with the committee.
* Kaylie stated that they are trying to be more intentional matching between employers and students in regard to skill sets and areas of interest.
* Kaylie stated that the committee hopes to provide either full summer internships or an intern for a day type of experience.
* Kaylie provided an update on the ACE IT Day/Mock Interview
* Combining into morning at TCA with four different activities: progressional development, mock interviews and resume support, etc.
* Date: Saturday, March 29th
* Kaylie will be asking for volunteers to help with this new ACE IT Day format. As Kaylie gets additional information, she will send it on to the board.

**Amber Dingwell, Certification**

* Amber stated that she has no major updates. The fall study group has ended and is just waiting for the spring group to start up.
* Julia and Amber will get in touch regarding a scholarship for the spring study group.
* Amber discussed the cost for the spring study group. Some individuals have already registered so we want to be conscious of that. She will do a deeper dive and provide the board with any changes that she believes we may need to make to our pricing.

**Kelsey Blersch, Diversity and Inclusion**

* Kelsey is working on finding events and trainings around DEIB in the community to add to the calendar. A lot of Shari’s events are in Omaha so she is looking for things that are more local.
* Kelsey questioned if we want to add conferences to the calendar or just non-profit activities and trainings.
* The board agreed that as long as it doesn’t interfere with our events, putting other events on the calendar isn’t a concern or an issue.
* Jessica suggested reaching out to Shari to see if she is aware of any Lincoln events.

**Julia Messineo, College Relations**

* No update.

Meeting adjourned at 12:26 p.m. The next board meeting is scheduled for Wednesday, February 5, 2025, from 11:30 a.m. to 1 p.m. The meeting will be held at Disability Rights Nebraska; 2930 Ridge Line Road, Ste. 205; Lincoln, NE 68516.

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