**LincolnHR February Board Meeting Minutes**

**Wednesday, February 5, 2025**

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

**Absent**: Robbie Seybert

**Action Items:**

* Amy will reach out to Sarah with HRAM to discuss the HRAM/Lincoln HR Salary and Benefits Survey for 2025.
* Beth will share the Zoom link for the February program with the other local chapter presidents.
* Nichole will put together a LincolnHR gift basket for the SHRM Foundation raffle at the Nebraska Volunteer Leaders Conference later this month.
* Katie will reach out to current members who have not yet paid 2025 membership dues. Once Katie gives Beth the okay, Beth will end date members whose membership ended in 2024.
* Ashley and Joanna will continue working on the April Service Project.
* Amber will proceed with the updated pricing for the SHRM Study Group and get the website updated.

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

* Beth explained that there was an update in the software which was making memberships renew mid-year. We have now switched to Swipe so memberships should now end and expire at the end of the year. However, we do have to keep Authorize.net because we still have some payments through the end of the year.

**Amy Dorenbach, Secretary**

* Ashley made a motion to approve the January minutes in Dropbox. Joanna seconded the motion. No board members opposed the motion.
* Amy questioned if we want to again try to partner with HRAM for the biennial salary and benefits survey.
  + The board agreed to continue this partnership. Amy will reach out to Sarah with HRAM.
* Salary and Benefits Survey Income & Expense
  + 2023
  + Income – $5,550.00
  + Expense – $0.00
  + 2024
  + Income – $4,700.00
  + Expense – $9,265.00
* 2023 Participation – LincolnHR vs HRAM
  + Part 1 – Wage & Salary
  + LincolnHR; 24 Respondents
  + HRAM; 55 Respondents
  + Part II – Benefits
  + LincolnHR; 21 Respondents
  + HRAM; 52 Respondents
  + Part III – Wage Data
  + LincolnHR; 20 Respondents
  + HRAM; 44 Respondents

**Jill Ward, Treasurer**

* Financials - $78,890.33
* Total Expenses for January: $8,591.56
  + Program: $4,528.72 (this includes the speaker fee).
  + Insurance: $1,049.12
  + Merchant Services Fees: $218.90
* Total Income for January: $14,595.28
  + Membership: $14,086.05
  + Lincoln Capitol Solutions Meeting Sponsorship: $1,000.00
  + Refund for multiple charges to credit card for job posting: $500.00
* Katie made a motion to approve the January financials; Kaylie seconded the motion. No board members opposed the motion.
* Jill stated with the federal freeze in funds, Disability Rights Nebraska may not be open much longer so we would need to look for a new space to meet.
* Kaylie stated that they would have space available if needed.
* Please see the full financial reports in DropBox for additional details.

**Jessica Citta, President**

* Jessica stated we had awesome social media reach for our January program.
* Jessica asked Ashley and Joanna how the SCC catering service has been.
* Joanna stated that they were late but apologized and credited the bill $45.00. They had also showed up to the wrong location. Some changes were made, and it sounds like things should hopefully be better moving forward.
* Jessica asked if the prices were reasonable. Joanna stated that they had many different menu options that vary in price. Katie believes we paid around $11 p/person, and it had been approximately $15 p/person, and the quality was just as good as Hy-Vee.
* Jessica stated that she is looking forward to the February program.
* Jessica asked Beth to share the Zoom link for the February program with the other local chapter presidents.
* Jessica reminded board members about the Nebraska Volunteer Leaders Conference coming up later this month.
* Jessica stated that Stacy Grant is attempting to put together a professional clothing event at the upcoming Leadership Conference. If you have any professional attire in your closet that you may want to donate, keep this event in mind.

**Robbie Seybert, Past President (Absent)**

* Robbie posted a reminder and agenda for the upcoming Leadership Conference on February 20th and 21st.

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

* Nichole stated that the date for Day in the District Event is Tax Day; April 15th, 2025. Things are coming together well, and they have an agenda put together. They will meet again in 2 weeks. Some things are still a little fluid right now but they’re coming together.
* Nichole is planning a Husker themed gift basket contribution from LincolnHR for the SHRM Foundation raffle at the Nebraska Volunteer Leaders Conference later this month.

**Katie Welp, Membership**

* Current Members: 259
* Katie stated that 71 members haven’t paid yet this year. She has not yet done a deep dive on these members, some of them are board members.
* Katie will reach out to these members and attempt to get them to pay membership fees for 2025. Beth will end date members whose membership ended in 2024 once she gets the go ahead from Katie.

**Ashley Nichols and Joanna Sandvold, Programs**

* February 2025
* **Topic:** From Conflict to Cooperation: HR Lessons from a Hostage Negotiator
* **Speaker:** Scott Tillema
* **Location:** SCC Continuing Ed Building
* **Sponsor:** Gallagher (Pending)
* **Catering:** SCC
* March 2025
* **Topic:** “Ageism” or “Inclusive Language & Events”
* **Speaker:** Shari Collins
* **Location:** SCC Continuing Ed Building
* **Sponsor:** TBD
* **Catering:** TBD
* April Service Project
* They are still working on a plan for this. If we proceed with the Food Bank, we may not be able to do the same day of the week that we usually do.
* Jesse suggested doing a mobile blood drive. Katie suggested doing a networking event in combination with the blood drive. Jessica suggested doing a canned food drive at the event as well. Ashley and Joanna will proceed with this plan.
* Ashley stated that SCC has made an exception and is now allowing us to book the meeting room for six months out.
* Ashley and Joanna have a committee of three additional members who they have been working with. One of their biggest challenges has been sponsorships so that is what they have been focusing on.
* Katie stated that Mike with Gallagher inquired about sponsoring a meeting. Katie will e-mail both Ashley and Mike to initiate that conversation.
* Ashley stated that she is continuing to coordinate with Pam Bourne and Woods Aitken on the critical conversations training and workshop experience.
* Ashley discussed programs for the remainer of the year and is hopeful that they will have the rest of the year planned out soon.

**Jesse Erickson, Marketing**

* Jesse asked if she could get the upcoming sponsors once they are solidified so she can ensure that we’re doing our part with sharing on social media.
* Jesse stated she has been posting about February’s program on social media.

**Kaylie Hogan-Schnittker, Workforce Readiness**

* Kaylie stated that she is seeking Champion Employers for the 2025 program. They offer both shadow and work experience. The Opportunity Fair is April 9th from 3-5 p.m. She just sent information to Jesse to be posted on social media.
* Kaylie is seeking volunteers for ACE IT Day. Please see the e-mail she sent out yesterday for additional information. If you or a team member are interested, please let her know. This event will be held on March 29th.

**Amber Dingwell, Certification**

* Amber discussed the cost for the spring study group and provided a cost outline. She’s unsure of the last time that we raised rates.
* Pricing Outline
* SHRM Cost for Learning System: $1,100.00
* 2025:
  + Members: $850.00
  + Non-Members: $950.00
  + Study Group Only: $350.00
* 2024
  + Members: $770.00
  + Non-Members: $845.00
  + Study Group Only: $200.00
* This change would make us cost neutral, pending the number of participants. Prior, we were losing approximately $1-2k per study group.
* Nichole discussed the history of pricing and ensuring that we weren’t pricing ourselves out of the market. With the increase in pricing of everything, Amber believes that we would still be aligned with other groups offering study groups.
* Jessica questioned if we could get a sponsorship for the scholarship. Board members liked this idea.
* Katie and the board agreed that the study group shouldn’t be a revenue maker, but we shouldn’t be losing money on it either. The goal is to make it cost neutral.
* The board agreed we are okay with proceeding with the cost increases. Amber will get the website updated.

**Kelsey Blersch, Diversity and Inclusion**

* Kelsey stated that a lot is currently happening with D&I in the news and legislation. More information to come.
* Kaylie stated that SHRM has released quite a bit of information that we could share on social media. Individuals would need to be SHRM members to view the videos.

**Julia Gottschalk, College Relations**

* Julia stated that she is connecting with the new UNL SHRM leadership this month on events.
* Julia asked board members to mark their calendars for the evening of Wednesday, April 2nd for their networking event.
* Julia stated that they are getting the scholarship application out to students today.
* Jessica asked if Jamie Mohrman with HR NE has reached out to Julia regarding some new ideas that she has. She has not yet but Julia will reach out to her.

Meeting adjourned at 12:36 p.m. The next board meeting is scheduled for Wednesday, March 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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