**LincolnHR September Board Meeting Minutes**

**Wednesday, September 3, 2025**

**Present**: Amy Dorenbach, Jessica Citta, Katie Welp, Kelsey Blersch, Joanna Sandvold, Nichole Hall, Jesse Erickson, Julia Gottschalk, Beth Hemphill, Amber Dingwell

**Absent**: Jill Ward, Ashley Nichols, Allison Hatch, Robbie Seybert

**Action Items:**

* Amy will continue putting together an e-mail for HRAM regarding the lack of communication for the recent salary survey.
* Jill will let the board know what the salary and benefits study group income was for in July. The July and August financials will then be approved at the October board meeting.
* Jessica will make a reservation at Lazlo’s for the December appreciation meeting.
* Beth will send out a doodle poll to schedule a programs planning meeting.
* Katie will e-mail Zach regarding the top tier sponsorship pricing, reducing from $1,000 to $750.
* Jesse will post HRAM’s Culture College webinar series on social media and Jessica will let Sarah with HRAM know that we are promoting the series.
* Katie will continue working on the SHRM membership audit.
* Joanna will get name tags and sharpies ordered for upcoming program meetings. She will also reach out to the September program speakers requesting their presentation slide deck.
* Joanna will research December membership social options that were suggested.
* Jesse will work with Amber to gain access to Instragram.
* Amber will get the upcoming study group cancelled.

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

* Beth received an e-mail regarding the creation of a compensation discussion group.
* Amber suggested doing a social media post incorporating the salary survey to see if others are interested in a discussion group.
* Beth questioned if we help connect one group does that set a precedent to connect all groups, when requested. Amber stated if we want to help others connect and network, we should be open to doing this.
* Katie asked if we could include this in our next e-mail blast. The board agreed to go this route.

**Amy Dorenbach, Secretary**

* Katie made a motion to approve the August minutes in Dropbox. Nichole seconded the motion. No board members opposed the motion.
* Amy stated that the salary survey results should be available around September 5th. Still working on gathering dates and sending an e-mail to HRAM. E-mailed Bryn and Sarah on August 13th and have not heard back on how many Lincoln HR survey participants there were.

**Jill Ward, Treasurer (Absent)**

* Financials - $63,568.31
* Total Expenses for July: $1,924.64
  + Program Expenses: $1,547.20 (Includes catering for June and July and facility use for the May and June programs).
  + SHRM Conference (for two members): $155.49
* Total Expenses for August: $8,028.07
  + Chapter Management Fees: $4,000.00 (January – August).
  + SHRM Conference (for two members): $1,685.50
  + SHRM VLBM Conference: $1,190.14 (flight purchased).
* Total Income for July: $2,975.69
  + Membership Dues: $1,200.00
  + Salary and benefits study group: $700.00
  + SHRM quarterly chapter support: $770.00
* Total Income for August: $2,325.40
  + SHRM Study Group: $1,200.00
  + Membership Dues: $1,120.88
* Please see the full financial reports in DropBox for additional details.
* Amy questioned what the salary and benefits study group income in July was for. The board agreed to wait to approve the July and August financials until this gets answered. We will approve the July and August financials at October’s board meeting.

**Jessica Citta, President**

* Jessice asked for recommendations for our year-end celebration.
* The board agreed that the same meeting over lunchtime works best.
* Jessica will make a reservation for Lazlo’s.
* Jessica asked board members to brainstorm for a December social event/location.
* Joanna stated that we could do Zoo lights again, but we need to start working on planning something.
* Amber stated it would be nice to have a more interactive event.
* Jesse suggested a sign painting event. Katie discussed a sign event that Complete Children’s Health had used. Joanna stated she’s also been to an event where you can paint a porch mat.
* Jesse also suggested a rage room where you can go and break things.
* Joanna will research some of these suggestions and report back.
* Jessica discussed a programs planning meeting for 2026.
* Typically this meeting helps develop a slate of programs for the year, not specific speakers.
* Beth will send out a doodle survey to get everyone’s availability.
* Joanna discussed program sponsorship and stated that they are still struggling with getting sponsors. We currently have no sponsors for the rest of 2025 or for 2026.
* The board discussed sponsorship cost and is planning to reduce the top tier pricing for sponsorship from $1,000 to $750 for 2026. The lower tier will remain at $500. Katie will e-mail this information to Zach.
* Katie stated that we could put a sponsorship poster on the lunch table.
* Jessica discussed potentially promoting the Culture College webinar series through HRAM.
* The board discussed it and their appears to be no downside for Lincoln HR. Jesse will get this posted on social media. Jessica will let Sarah with HRAM know that we will be promoting this series.

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

* No update.

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

* Nichole has begun speaking with board members regarding their plans for next year. She has asked Amber to be president-elect for 2026.

**Katie Welp, Membership**

* Current Members: 275
* Katie mentioned that there was extra test accounts added, which is why the numbers are down from last month.
* Katie stated that 7 people have used our code, so they are locked in through 2026.
* Katie is working on our SHRM audit. There’s a number of individuals who SHRM does not have record of, but we do. Most of this is due to differences in e-mail addresses. The spreadsheet that she has only has an add or remove option, not an edit option.
* Beth stated she has not worked on this before and does not believe that Justin did either.
* Katie will continue working on this audit and attempt to get an option to have both personal and work e-mail addresses, so we don’t run into this issue again.
* Katie discussed membership cost for 2026. Currently, the yearly membership price is $150. The board discussed the value of membership. The board will continue to discuss this at the strategic planning meeting.
* The board discussed program attendance numbers. Beth and Katie stated that each month, approximately 80 individuals register and about 50 individuals show.
* Amy questioned if we could purchase stick on name tags for the program meetings. Joanna will get name tags and sharpies ordered for the tables.

**Ashley Nichols (Absent) and Joanna Sandvold, Programs**

* September 2025
* **Topic:** Financial Wellness in the Workplace
* **Speaker:** Ritu Jethani and Meghna Gangwani from Plootus
* **Location:** SCC Continuing Ed Building
* **Sponsor:** TBD
* **Catering:** TBD
* Joanna will ask the speakers for their slide deck so Amber can work on the HRCI credits. This will also allow Amber and Joanna an opportunity to review their presentation and suggest changes if needed.
* October 2025
* **Topic:** Intentional Inclusion: Inclusive Leadership
* **Speaker:** Dr. Karen Kassenbaum
* **Location:** SCC Continuing Ed Building
* **Sponsor:** TBD
* **Catering:** TBD
* November 2025
* **Topic:** Updates & Trends in Labor & Employment Law
* **Speaker:** Mark Fahleson and Tara Paulson with Remboldt Ludtke, LLP
* **Location:** SCC Continuing Ed Building
* **Sponsor:** TBD
* **Catering:** TBD
* December 2025
* Membership Social
  + Joanna will research options that were mentioned above for the December membership social.

**Jesse Erickson, Marketing**

* Jesse will connect with Amber on gaining access to Instagram.
* Jesse will make a social post for the HRAM Culture College webinar series.

**Allison Hatch, Workforce Readiness (Absent)**

* No update.

**Amber Dingwell, Certification**

* Amber stated that we have one individual currently registered for the upcoming study group. The board discussed options for the study group.
* Julia stated that a lot of individuals who she speaks to that are early on in their HR career don’t see the benefit of a SHRM certification.
* Jessica questioned if we could market it more to the western portion of the state or make it only available online which would save some room rental fees.
  + Katie stated that as an instructor, it was very difficult to teach the class online with very little participation or engagement.
* Jessica asked if an 11-week course is the right length of time or if it could be shortened. Board members who have attended the course said it’s a good length.
* Beth stated that we could offer the study group one time a year and have a caveat that 6 individuals must register or the group will be cancelled.

**Kelsey Blersch, Diversity and Inclusion**

* No update.

**Julia Gottschalk, College Relations**

* Julia is waiting to hear who the new contact will be.

Meeting adjourned at 1:03 p.m. The next board meeting is scheduled for Wednesday, October 1, 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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