



Advancing Excellence and Inclusiveness in Local Government

Agenda
June 7, 2024
9:00 am PT/Noon ET

Board of Directors

Samantha Tavares
President

Vacant (5/3/24)

President-Elect

Marcus Steele

*Vice President
for Membership*

Ramiro Inguanzo

*Vice President for
Professional
Development*

Vacant (5/3/24)

*Vice President for
Career Advancement*

At-Large Directors:

Carlos Baia

*Past ICMA Board
Member*

Noel Bernal

Mariana Bojorquez

Mario Diaz

Alejandra Lopez

Matt Rivera

Ramiro Salazar

Hazel Wetherford

Aaron Zavala

Board Liaisons

Jorge Gonzalez

ICMA Liaison

Gabe Rodriguez

NACA Liaison

A. Call to Order/Roll Call/Welcome

B. APPROVAL: Consent Agenda – Receive and Approve

1. Board Meeting Zoom Recording Link of April 5, 2024 (see password in the meeting appointment invitation)
2. Board Meeting Attendance Report for 2023/2024*
3. Financial Reports of May 28, 2024*

C. DISCUSSION/APPROVAL:

1. Accept LGHN Board Member Resignations
 - a. Robert Harrison, Resignation as President-Elect, as he has transitioned from local government to President of the Harrison Group*
 - b. Raymond Gonzales, Resignation as Past President, as his new position requires international travel with the Denver Chamber of Commerce that has significantly reduced his capacity to serve*
2. Approval of Current Board Members Transition to New Board Positions Pursuant to the LGHN Bylaws
 - a. Marcus Steele, Vice-President for Membership and transition to the position of LGHN President-Elect with Bob Harrison's resignation April 25, 2024
 - b. Mario Diaz formerly, At-Large Board Member and transition to Vice-President for Career Advancement following Gricelda Estrada resignation March 1, 2024

D. DISCUSSION:

1. LGHN Board Committee Updates (*verbal*)
 - a. Conference Planning Committee – ***Ramiro Inguanzo and Marcus Steele***
 - b. Career Advancement Committee – ***Mario Diaz***
 - c. Membership and Chapters Meetings – ***Marcus Steele***
 - d. LGHN Conference Subcommittee Update – ***Mario Diaz***
 - e. Board 2024 – 2026 Goals Subcommittee Update – ***Hazel Wetherford***
2. LGHN Programming and Schedule 2024 and 2025*
 - a. LGHN Chapters' Webinar Schedule
 - b. Review LGHN 2024 Affiliates Collaborative Webinar Schedule
3. LGHN *Legacy Leaders' Oral History Webinar* September 2024

Deanna Santana
MissionSquare
Retirement Liaison

E. Informational Items:

1. May 2024 PM Magazine article
2. LGHN Board Liaison Reports
 - a. ICMA Board and ICMA International Committee – **Jorge Gonzalez**
 - b. MissionSquare – **Deanna Santana**
 - c. NACA – **Gabe Rodriguez**
3. Board Goal Setting Workshop, May 3, 2024, from 2:00 pm PT to 4:30 pm PT*
Consent Agenda Approved (Motion by Carlos Baia and Second by Ramiro Inguanzo, Unanimous Approval)
 - a. *Approve the Financial Reports Dated April 29, 2024*
 - b. *Receive Resignation from Robert Harrison, President-Elect Dated April 26, 2024*
 - c. *Receive Convening 2023 Report Dated January 2024*
 - d. *Receive Thank you from the City Manager in Golden Beach, FL*
 - e. *Review GFOA Annual Meeting LGHN sessions June 9 -12, 2024 Orlando, FL*
 - f. *ICMA article on the association's governance review*

F. Future Board Meeting Agenda Items

1. Review and Discuss Baker Tilly Contract for Executive Director Services with LGHN – *Summer 2024*
2. Updated Affiliate Agreement with ICMA – *Summer 2024*
3. PM Magazine Article (due June 28, 2024) – *Fall 2024*
4. LGHN Board Election - *July*
5. LGHN Emerging Leader Process - *July*

G. Future Meeting Dates and LGHN 2023 Events

1. June 7, 2024 – LGHN Board Meeting
2. *June 9 – 12, 2024 – **GFOA Annual Conference**, Orlando, FL (LGHN chapter members to table on June 9 at GFOA registration as well as present at two sessions and host reception – Ramiro Inguanzo lead)*
3. July 12, 2024 – LGHN Board Meeting – **date change**
4. August 2, 2024 – LGHN Board Meeting
5. September 6, 2024 – LGHN Board Meeting
6. *September 21 – 25, 2024 – **ICMA Annual Conference**, Pittsburgh, PA*
7. *September 22, 2024 – **LGHN Dinner** at ICMA in Pittsburgh, PA*
8. *September 23, 2024 – **Affiliates' Reception (LGHN, NFBPA, NACA and I-NAPA)** at ICMA in Pittsburgh, PA*
9. October 4, 2024 – LGHN Board Meeting
10. November 1, 2024 – LGHN Board Meeting
11. December 6, 2024 – LGHN Board Meeting
12. January 10, 2025 – LGHN Board Meeting – **date change**
13. *January 26, 2025 - LGHN Board Retreat, Mesa, AZ*
14. *January 27 – 29, 2025 - LGHN 2025 Annual Conference, Mesa, AZ*
15. *April 2025 - **NFBPA Forum Conference**, Hyatt Regency, San Francisco, CA (Christine lead with CA emerging chapter members)*

H. Adjournment

Local Government Hispanic Network
Budget vs. Actuals: Budget_FY24-No Conference
January - December 2024

	TOTAL	
	Actual	Budget
Income		
43400 Direct Public Support	0.00	0.00
43455 Corporate Support	55,000.00	65,000.00
43457 Scholarship	1,023.95	4,000.00
Total 43400 Direct Public Support	\$ 56,023.95	\$ 69,000.00
46400 Other Types of Income	0.00	0.00
46410 Advertising Sales	66,450.00	191,250.00
46430 Miscellaneous Revenue	400.00	1,959.00
Total 46400 Other Types of Income	\$ 66,850.00	\$ 193,209.00
47200 Program Income	0.00	0.00
47209 Annual Meeting Sponsorship	0.00	2,000.00
47230 Membership Dues	0.00	0.00
47231 Local Chapters	10,000.00	11,000.00
47233 Individual	7,095.00	5,000.00
47234 Local Government	12,000.00	7,500.00
47237 Regional Chapter Florida	8,000.00	8,000.00
47239 Regional Chapter Illinois	4,825.00	3,700.00
47240 Regional Chapter Central Texas	1,000.00	2,800.00
47241 Regional Chapter Colorado	9,500.00	8,500.00
47242 Regional Chapter Michigan	1,500.00	0.00
Total 47230 Membership Dues	\$ 53,920.00	\$ 46,500.00
47270 LGHN Dinner Registrations	0.00	8,000.00
Total 47200 Program Income	\$ 53,920.00	\$ 56,500.00
49000 Special Events Income	0.00	5,000.00
Total Income	\$ 176,543.95	\$ 323,709.00
Gross Profit	\$ 176,543.95	\$ 323,709.00
Expenses		
60900 Business Expenses	0.00	0.00
60920 Business Registration Fees	0.00	120.00
60960 Merchant Services Fees	3,549.84	10,000.00
Total 60900 Business Expenses	\$ 3,549.84	\$ 10,120.00
62100 Contract Services	0.00	0.00
62110 Accounting Fees	0.00	1,200.00
62150 Outside Contract Services	90,543.40	225,000.00
Total 62100 Contract Services	\$ 90,543.40	\$ 226,200.00
65000 Operations	0.00	0.00
65009 Computer Software	716.78	1,600.00
65020 Postage, Mailing Service	350.59	2,000.00

65030 Printing and Copying	0.00	500.00
65040 Supplies	93.45	50.00
65050 Telephone, Telecommunications	238.91	2,000.00
65060 Website	5,684.84	12,000.00
Total 65000 Operations	\$ 7,084.57	\$ 18,150.00
65100 Other Types of Expenses	0.00	0.00
65110 Advertising/Marketing Expenses	1,737.94	4,000.00
65120 Insurance - Liability, D and O	909.00	1,000.00
65140 Contributions	0.00	1,500.00
65160 Other Costs	675.02	500.00
65170 Scholarships Awarded	0.00	2,000.00
65180 Special Events	0.00	7,000.00
65185 Program Activities	0.00	0.00
Catering	0.00	12,000.00
Entertainment	0.00	1,500.00
Other Costs	0.00	16,888.00
Postage/Shipping	0.00	500.00
Printing/Copy/Mktg	0.00	500.00
Stipends and Speaker Fees	0.00	1,600.00
Total 65185 Program Activities	\$ 0.00	\$ 32,988.00
65190 Special Projects, Chap Support	0.00	5,000.00
Board of Directors Retreat	0.00	0.00
Retreat	0.00	1,500.00
Total Board of Directors Retreat	\$ 0.00	\$ 1,500.00
Total 65100 Other Types of Expenses	\$ 3,321.96	\$ 55,488.00
68300 Travel and Meetings	0.00	0.00
68310 Conf, Conv, Meeting-Nat'l	0.00	5,000.00
68320 Meeting Travel-Reg'l	0.00	1,000.00
68330 ICMA Conference Committee	921.22	2,400.00
Total 68300 Travel and Meetings	\$ 921.22	\$ 8,400.00
Total Expenses	\$ 105,401.61	\$ 318,358.00
Net Operating Income	\$ 71,142.34	\$ 5,351.00
Net Income	\$ 71,142.34	\$ 5,351.00

Tuesday, May 28, 2024 - Cash Basis

Local Government Hispanic Network Account List

Account #	Account	Type	Description	Balance
10000	US Bank - checking	Bank		\$268,332.34
	US Bank - checking:Frances Gonzalez Scholarship			\$21,333.99
	US Bank - checking:Joel Valdez			\$428.03
	US Bank - checking:Operating Cash			\$169,070.32
	US Bank - checking:Operating Reserves			\$75,000.00
25001	Florida Chapter Payable	Other Current Liabilities	LGHN owes to the LFLG chapter	-\$3,699.10
25003	Illinois Chapter Payable	Other Current Liabilities	LGHN owes to the IL-LGHN chapter	-\$1,517.87
25004	Colorado Chapter Payable	Other Current Liabilities	LGHN owes to the Jutos Colorado chapter	-\$750.00
25005	Central TX Chapter Payable	Other Current Liabilities	LGHN owes to the CTX Chapter.	-\$2,538.95
25006	Michigan Chapter Payable	Other Current Liabilities	LGHN owes to the Michigan Chapter	-\$500.00
	Actual operating			\$160,064.40

Board of Directors' Meeting Attendance 2023 and 2024

<i>Name</i>	<i>1/24</i>	<i>LGHN 1/17-1/19 and Board Retreat</i>	<i>2/24</i>	<i>3/24</i>	<i>4/24</i>	<i>5/24 Board Goals Workshop</i>	<i>6/24</i>	<i>7/24</i>	<i>8/24</i>	<i>9/24</i>	<i>ICMA Conference</i>	<i>10/24</i>	<i>11/24</i>	<i>12/24</i>
Samantha Tavares	X	Attended	On Leave	On Leave	On Leave	On Leave								
Bob Harrison (Resigned May 3, 2024)	X	Attended	X	A	X	X								
Raymond Gonzales (Resigned May 6, 2024)	A	A	A	A	A	A								
Ramiro Inguanzo	X	Attended	X	X	X	X								
Gricelda Estrada (Resigned March 1, 2024)	X	A	X	X										
Carlos Baia	X	Attended	X	A	A	X								
Noel Bernal	X	Attended	X	X	A	A								
Mariana Bojorquez	X	Professional Conflict	X	A	A	X								
Mario Diaz (Vice President and Career Advancement Chair as of May 3, 2024)	X	Attended	X	X	X	X								
Alejandra Lopez	X	Attended	X	X	X	A								
Ramiro Salazar	X	Attended	X	A	A	A								
Marcus Steele (President-Elect as of May 3, 2024)	X	Attended	X	X	X	X								
Matt Rivera	X	Attended	A	X	X	X								
Hazel Wetherford	X	Attended	X	X	X	X								
Aaron Zavala	X	Attended	X	X	X	X								
Vice President and Membership Committee Chair VACANT														
At-Large VACANT														
Jorge Gonzalez (ICMA Board)	X	Professional Emergency	A	A	A	A								
Gabriel Rodriguez (NACA Board)	X	Attended	X	X	X	A								
Ines Guerrero/ Deanna Santana (MissionSquare)	X	Family Emergency	X	A	A	X								

Updated May 20, 2024

Board of Directors' Meeting Attendance 2023 and 2024

Name	12/22	1/23	2/23	3/23	4/23	5/23	6/23	7/23	8/23	9/23	ICMA 10/1-10/4	10/23	11/23	12/23	1/24	LGHN 1/17-1/19 and Board Retreat	2/24
Samantha Tavares	A	X	X	X	A	X	X	X	X	X	Attended	X	X	X	X	Attended	On Leave
Bob Harrison	X	X	X	A	X	X	X	X	X	X	Attended	X	X	X	X	Attended	X
Raymond Gonzales	A	A	A	A	A	A	A	A	A	A	-	A	A	A	A	A	X
Ramiro Inguanzo	A	A	X	A	X	A	X	X	A	X	-	X	X	X	X	Attended	X
Gricelda Estrada	A	A	A	X	X	X	A	X	A	A	-	X	A	A	X	A	X
Carlos Baia	X	X	X	X	X	X	X	X	X	X	Attended	X	X	X	X	Attended	X
Raoul Lavin Through October	A	X	X	A	X	X	X	A	X	X	Attended	X	Incoming Mario Diaz X	X	X	Attended	X
Noel Bernal	X	X	X	X	A	A	A	A	X	X	Attended	X	A	X	X	Attended	X
Mariana Bojorquez	X	X	A	X	A	X	A	A	X	X	-	A	A	A	X	Professional Conflict	X
Alejandra Lopez	X	X	X	X	A	X	X	X	X	X	Attended	X	A	X	X	Attended	X
Ramón Pérez- Goizueta Through October	A	A	X	X	A	A	X	A	A	A	-	A	Incoming Aaron Zavala X	X	X	Attended	X
Ramiro Salazar	A	X	X	A	A	X	X	A	X	X	Attended	A	X	A	X	Attended	X
Marcus Steele	A	X	X	X	A	X	X	X	X	X	Attended	X	X	X	X	Attended	X
Matt Rivera	A	X	A	X	X	X	X	X	A	X	Attended	X	X	X	X	Attended	A
Hazel Wetherford	X	A	X	X	A	X	X	X	X	X	Attended	X	X	X	X	Attended	X
Victor Cardenas Through September (ICMA Board)	A	X	X	X	A	X	A	X	X	X	Attended	Incom ing Jorge Gonza lez	X	A	X	Professional Emergency	A
Gabriel Rodriguez (NACA Board)	X	X	A	A	A	X	X	X	A	X	Attended	A	A	X	X	Attended	X
Ines Guerrero/ Deanna Santana (MissionSquare)	A	X	A	X	A	X	X	X	X	X	Attended	X	Incoming Deanna Santana	A	X	Family Emergency	X

From: [Robert Harrison](#)
To: [Christine Butterfield](#); [Karen Davis](#); [Samantha Tavares](#); msteele@scottsdaleaz.gov
Subject: Resignation
Date: Thursday, April 25, 2024 3:24:02 PM

Christine, Sam, Karen, and Marcus:

Attached is my letter of resignation from the LGHN Board. Thank you for our recent conversations on this matter. I have enjoyed the service I have provided the organization and am confident with our current board and administrative leadership that the organization is in a great position for continued success. Please share this letter with the Board.

All the best,

Bob

May 6, 2024

Christine Butterfield
Executive Director
Local Government Hispanic Network

Dear Christine,

It is with regret that I am writing to inform you of my decision to resign my position on the Board of Local Government Hispanic Network, effective immediately.

My other commitments with my new role have become too great for me to be able to fulfill the requirements of my position on the Board, and it is best for me to make room for someone with the time and energy to devote to the job.

Local Government Hispanic Network has will always be near and dear to my heart. It has been a pleasure being part of an amazing organization. I am so proud of all we have accomplished, and I have no doubt the board will continue these successes in the future.

If I can be of any assistance, please do not hesitate to ask.

Best regards,

A handwritten signature in blue ink, appearing to read 'Raymond H. Gonzales', with a long horizontal flourish extending to the right.

Raymond H. Gonzales



Local Government Leaders Affiliates and Partners Webinar Series 2023 and 2024

Affiliates' and Panelists' Webinar and Conference Session Commitments

- Advertise and share webinar information at least three weeks in advance of date
- Panelist will participate in two dry runs
- Copy affiliate leaders on webinar dry run appointments, presentations and attendance
- Notify affiliate leaders promptly if alternate panelists are needed
- Have fun!

Zoom Webinar Title and Owner	Presenters	Date and Pre-Webinar Promotion
Managing Professional Burnout/Fatigue and Taking Care of Yourself and Your Teams <i>I-NAPA Hosting with LGHN staff</i>	Moderator: Ash Kumar, Management Analyst, City of Elk Grove, CA Presenters: <ul style="list-style-type: none">• Robert Wilson, Cass County, ND WilsonRo@casscountyny.gov(NACA)• Ian Coyle, Livingston County, NY icoyle@co.livingston.ny.us(NACA)• Shauna Shepherd, HR/Org Dev Director, Missouri City, TX shauna.shepherd@missouricitytx.gov (NFBPA)	May 31, 2023 1:00 pm PT/4:00 pm ET 225 registrants

	<ul style="list-style-type: none"> • Maria Mendez, Regional Vice President Government and Education, Cigna maria.mendez@cigna.com (NFBPA) • Andrea Alicoate, City of Mesa, AZ Andrea.Alicoate@MesaAZ.gov (LGHN) 	
<p>Strategies to manage and address violence in our communities: how to heal community trauma, loss and grief</p> <p><i>NFBPA Hosting</i></p>	<p>Moderator: Dr. Philip Harris, President, South Florida Chapter, National Forum for Black Public Administrators</p> <p>Presenters:</p> <ul style="list-style-type: none"> • Kenya Madison, Senior Director, Healthier Delray Beach, FL kenya.delray@htpbc.org NFBPA • Lee Reid, Executive Director, ACRB, City of Atlanta, GA slreid@atlantaga.gov • Taleah-Renee Grimage, Senior Policy Analyst, Citizens Police Oversight Commission, City of Philadelphia taleah.grimage@phila.gov • Cameron McElhiney, Executive Director of the National Association for Civilian Oversight of Law Enforcement (NACOLE) mcellhiney@nacole.org 	<p>June 15, 2023 3:30 pm PT/6:30 pm ET</p> <p>100 registrants</p>
<p>Do you really know what your community members want (i.e., community surveys, focus groups and other input tools)?</p> <p><i>I-NAPA Hosting with LGHN staff</i></p>	<p>Moderator: Ash Kumar, Management Analyst, City of Elk Grove, CA</p> <p>Panelists:</p> <ul style="list-style-type: none"> • Genesis Gavino, Dallas, TX genesis.gavino@dallas.gov (I-NAPA) • Dallin Kimble, Mariposa County, CA dkimble@mariposacounty.org (NACA) • Valerie Lemmie, Director of Explanatory Research, Kettering Foundation (vlemmie@kettering.org) NFBPA 	<p>July 11 1:00 pm to 2:30 pm PT</p> <p>80 registrants</p>

	<ul style="list-style-type: none"> Samantha Tavares, City of Phoenix samantha.tavares@phoenix.gov (LGHN) Garret with Polco 	
MissionSquare and Retirement Planning How to manage multi-generational workforce <i>LGHN Hosting</i>		November 9, 2023 9 am to 10:30 am PT 59 registrants
How to manage multi-generational workforce <i>LGHN Hosting</i> <i>(ICMA session)</i>	Moderator: Matt Rivera, Adams County, CO (LGHN) Panelists: <ul style="list-style-type: none"> Anil Comelo, St. Helena, CA acomelo@cityofsthelena.org (I-NAPA) Ian Coyle, Livingston County, NY icoyle@co.livingston.ny.us (NACA) Daphne Jefferson Principal and Executive Coach, Jefferson Consulting Group, LLC daphne.jefferson@jeffersonconsultinggroup.com Love Jones, Ph.D. Human Resources Director, City of Greensboro NC love.jones@greensboro-nc.gov Tavares Nichole, Client Services Director, Alameda County Office of Education (email needed) NFBPA	November 14, 2023 9:30 am to 11:00 am PT 110 registrants
Staying connected apart and how to work and lead remotely – <i>The New Normal</i> <i>NFBPA Hosting</i>	<ul style="list-style-type: none"> Angelica, Polco Moderator Marlo Ford, City of Alexandria Cheryl Or, Retired LGHN I-NAPA and NACA 	June 2024

<p>How to prepare yourself for the executive level</p> <p>LGHN Hosting</p>	<p>Moderator: Noel Bernal, Adams County, CO (LGHN)</p> <p>Panelists:</p> <ul style="list-style-type: none"> Anil Comelo, St. Helena, CA acomelo@cityofsthelena.org Ian Coyle, Livingston County, NY icoyle@co.livingston.ny.us (NACA) Byron Brooks, County Administrator, Orlando, FL Byron.brookd@ocfl.net NFBPA Aubrey Gonzalez, City of Phoenix, aubrey.gonzalez@phoenix.gov (LGHN) 	<p>July 2024</p>
<p>Leading versus managing</p> <p>NFBPA Hosting</p> <p><i>(ICMA session)</i></p>	<p>Moderator: NFBPA - pending</p> <p>Presenters:</p>	<p>August 2024</p>
<p>Climate change and long-term financial health (LGHN)</p> <ul style="list-style-type: none"> Services to vulnerable populations Managing productivity City and County perspective Bloomberg Group (Marcia has contact) 	<p>Moderator: NFBPA - pending</p> <p>Presenters:</p> <ul style="list-style-type: none"> Ken Wilson, Franklin County, OH knwilson@franklincountyohio.gov (NACA) Dee Williams-Ridley, Former City Manager, City of Berkeley, CA dwilliams-ridley@cityofberkeley.info (NFBPA)/ TBD <p>Samantha Tavares, City of Phoenix samantha.tavares@phoenix.gov (LGHN)</p>	<p>September 2024</p>
<p>Designing sustainable smart cities and counties (NFBPA)</p> <ul style="list-style-type: none"> Electric vehicles The city as a digital innovation ecosystem 	<p>Aneisha Daniel: Deputy City Manager, City of North Miami (NFBPA) adaniel@northmiamifl.gov</p> <p>Cedric Grant: President at Grant Management Group, LLC. Louisiana</p>	<p>October 2024</p>

<ul style="list-style-type: none"> ○ https://www2.deloitte.com/us/en/insights/industry/public-sector/future-of-cities.html <p><i>This is an affiliates' submission on behalf LGHN, NFBPA, NACA, and I-NAPA.</i></p> <p>Cities work towards offering digital, clean, intelligent, autonomous and intermodal mobility, with more walking and cycling spaces, where transport is commonly provided as a service.</p> <p>Cities attract talent, enable creativity and encourage disruptive thinking, developing themselves through an innovation model approach and a combination of physical and digital elements.</p>	<p>Electric Vehicle Infrastructure Deployment</p> <p>cedricsgrant@gmail.com (NFBPA)</p> <p>Samantha Tavares, City Manager's Office, City of Phoenix, AZ (LGHN) Samantha Tavares</p> <p>samantha.tavares@phoenix.gov</p> <p>Kenneth N. Wilson, County Administrator, Franklin County, OH</p> <p>knwilson@franklincountyohio.gov (NACA)</p> <p>Genesis Gavino, Chief of Staff, City Manager's Office, City of Dallas, TX (I-NAPA) genesis.gavino@dallas.gov</p>	
<p>Fostering trust and community engagement with your public safety professionals (LGHN)</p> <ul style="list-style-type: none"> ○ Stakeholder engagement ○ City and County perspective ○ Data driven policing 	<p><i>This is an affiliates' submission on behalf LGHN, NFBPA, NACA, and I-NAPA.</i></p> <p>Following the murder of George Floyd, trust in public safety professionals and organizations has come under scrutiny. Hear from leaders in small and large city and county governments about their challenges and strategies they have deployed to restore confidence and rebuild relationships within their organizations and community.</p> <p>Moderator - Elaine Wang, City Manager, City of Winooski, VT</p> <p>EWang@winooski.vt.gov (I-NAPA)</p> <p>Mark Washington, City Manager, City of Grand Rapids, MI mwashington@grand-</p>	<p>November 2024</p>

	<p>rapids.mi.us (NFBPA but replace with community stakeholder representative) Alan Vanderberg, County Administrator, Kent County, MI al.vanderberg@kentcountymi.gov (NACA) Mario Diaz, North Maimi Beach, FL Mario.Diaz@citynmb.com (LGHN) Marcus Jones: City Manager, City of Charlotte, NC marcus.jones@charlottenc.gov (NFBPA) Cedric Alexander: Former Public Safety Commissioner, City of Minneapolis acopdoc@icloud.com (NFBPA)</p>	
<p>Social media and data privacy (I-NAPA)</p>	<p><i>This is an affiliates' submission on behalf LGHN, NFBPA, NACA, and I-NAPA.</i></p>	<p>Travis Cutright, Deputy City Manager, Peoria, AZ Travis.Cutright@peoriaaz.gov (NFBPA) Marcus Steele, Budget Manager, City of Scottsdale, AZ (LGHN) msteele@Scottsdaleaz.gov Carla Banks, Communications and Marketing Director, City of Greensboro, NC carla.banks@greensboro-nc.gov (NFBPA)</p>

		<p>Steve Mokrohisky, County Administrator, Lane County, OR steve.mokrohisky@co.lane.or.us (NACA)</p> <p>Ed Shikada, City Manager, City of Palo Alto, CA (I-NAPA) Ed.Shikada@cityofpaloalto.org</p>
<p>How to position yourself for growth</p> <p>LGHN Hosting</p>	<p>Moderator: LGHN, TBD Panelists:</p> <ul style="list-style-type: none"> GovHRUSA Inge Tunggal djaja, Riverside, CA itunggaldjaja@riversideca.gov (I-NAPA) Robert Wilson, Cass County, ND WilsonRo@casscountynd.gov (NACA) Terrell Code, Deputy County Administrator, Kalamazoo, MN tecole@kalcounty.com NFBP <p>ArDeanna B. Hicks, Director of Gas Compliance, CPS Energy ABHicks@cpsenergy.com NFBPA</p>	<p>December 2024</p>



Board of Directors' Goal Setting Workshop

May 3, 2024

Notes

Updated May 14, 2024

What was your very first job?

- *Ice cream shop – gave it away for free; learned I could not do that*
- *At 15 and worked in kitchen of nursing home; collect trays from dinning room and resident left her denture on the tray*
- *Just for feet and sold shoes for a summer at \$3.75 hr.*
- *Investment company that focused on retirement savings – office support*
- *At 10, DJ for father's ballroom; bar tending when older*
- *At 14, shoe salesperson and sold Madonna replacement shoes in 1983. Appreciate the opportunity*
- *Intern at Washington Mutual Bank in HS, first experience with customer service*
- *At 17, work study and helped the Dean of History department, assisted with digitizing records*
- *At 17, performed inventory at Woolworths*
- *Worked at a 24-hour restaurant*
- *Worked at a nursing home at \$3.10 hr.; family member thanked me years later ;)*
- *Sales associate at Macy's in young men's department*



What headline do you hope to read about LGHN in the next two years?

- *Dramatic increase in Latino executives*
- *LGHN places ## City Managers*
- *Influencer in public sector employment*
- *LGHN reaches Million-dollar endowment!*
- *LGHN launches CA chapter*
- *LGHN hits 3,000 members*
- *LGHN offers catalogue of resources to better serve Spanish speaking community members*
- *LGHN helps members grow personally and professionally...*
- *LGHN is the professional association that Hispanic leaders love/value/endorse*
- *More sponsorships – LGHN has services to support Hispanics*
- *LGHN highlights Latinas in libraries*
- *LGHN plays a key role in shifting the landscape of local leadership*
- *LGHN is premier resource for local government leaders and leadership*
- *LGHN is INCLUSIVE of ALL*

Successes:	<ul style="list-style-type: none"> • Growth in chapters: IL, FL, Central TX, emerging Chandler AZ chapter, emerging CA chapter, City of Dallas, TX • Chapter mentorship/seeding: New <u>chapters' monthly meeting</u> • Moving to annual conference is exciting • LGHN leading affiliates in session at ICMA...we are getting more run! • Great work Juntos Colorado on the April conference!! • LGHN viewed more than DEI topics but professional development experts • Engaged board of directors and engaged chapters!! • Participation of the members in the work/services LGHN offers • Recognition that LGHN professional development and programming deals with (and leans into) some of the more challenging topics facing communities then perhaps other professional associations
Challenges:	<ul style="list-style-type: none"> • Fundraising, sponsor commitments and sustaining financial program: <i>how do we solve this?</i> • Political push back on DEI programs and policies: <i>how do we keep the momentum going?</i> • Chapter growth is challenging as some states with legislation that makes DEI participation and membership illegal • Engaging emerging professionals and getting them more involved in LGHN • Enrolling members to serve on committees is important! • Grow LGHN membership pipeline to facilitate ICMA board representation in upcoming elections and leadership • Survey members about the value of LGHN based on current programming and ask, <i>what new or different programming and services they would like to see in the next several years</i>

Goals:

- **Grow our members.** Foster new memberships and chapters while sustaining existing members.
 - a. Grow and track membership growth within chapters
 - b. Target regions for new chapter development such as the northeast
 - i. California – 2025
 - ii. Northeast – Consider leveraging relationship with NACA
 - iii. Southeast -
 - c. Grow and track at large memberships
- **Grow our endowment.**
 - a. Address the service cost gap based on BT cost write offs in 2023
- **Grow our engagement** (to address the need of our members)
 - a. How do we have “reach” into Hispanic related needs and interests?
 - b. Clearly define committee and subcommittee chair roles (to meet objectives and deliver results)
 - c. Grow our service to communities
- **Grow lifelong memberships:** return LGHN’s value to members (we do not want to lose members as they grow) Develop and deliver meaningful professional development and technical training programs to elevate our members
- **Own our value,** mission, goals, programs and services
 - a. Offer LGHN midcareer certification
 - b. Tell our story... develop consistent clear messaging about history, value, program and services
- **Grow high performing partnerships**
 - a. Regularly place an LGHN member on the ICMA board of directors (*but do not focus on riding on their coattails*) and guidance to our members about committee nomination and participation



Workshop takeaways

- *The session felt like 20 minutes! Not 2 ½ hours :)*
- *I enjoy the collegiality of our board (Ditto!)*
- *Our workplan will be an uphill climb*
- *I am excited by our future*
- *I enjoyed getting to know on another better*
- *I appreciated the space and time to have the goals conversation*
- *It was nice to have more time to talk*
- *I liked the structure of the conversation and hearing from everyone*