

LGHN Board of Directors' Retreat/Workshop

January 26, 2025



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2025 LGHN Board Workshop
Welcome – Samantha Tavares, LGHN President

Agenda

Welcome, Review the Agenda and Meeting Ground Rules

Icebreaker

Review Successes and Challenges Since 2022 and Opportunities through 2027

Review, Reflect, Update and Affirm Board Goals through 2027

Discuss the Special Committee Appointment and Role of Treasurer

Wrap Up and Next Steps



Workshop Ground Rules

- Be curious and ask questions
- Assume good intent by board members and staff
- Listen to understand
- Stay focused and use the bike rack (to retain important topics for a future discussion but are not listed on the retreat agenda)
- Topic off-agenda will be tracked on a bike rack
- Other



Icebreaker

What are your most memorable experiences since joining the board?

What do you hope LGHN accomplishes during your services in the coming two years?

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HIGHER EDUCATION

Stretch Break



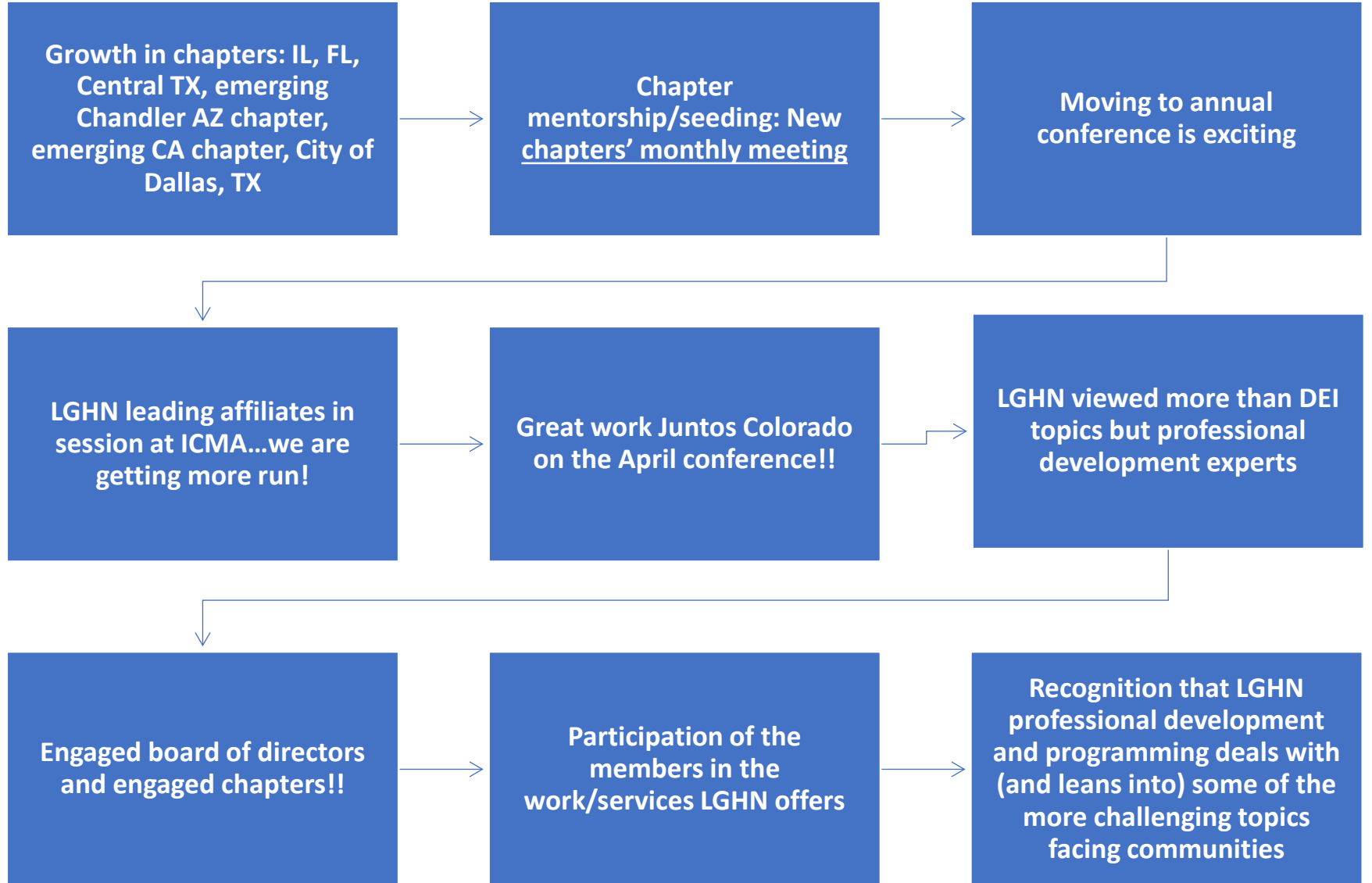
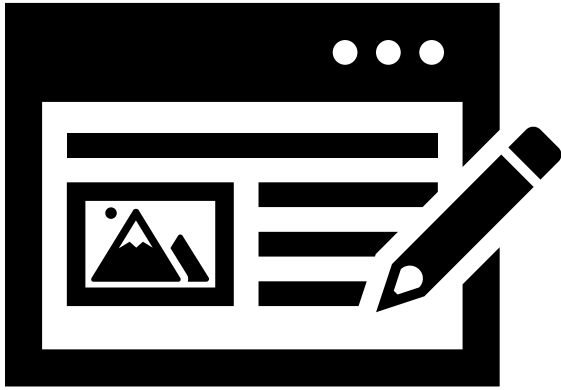
Discuss Successes,
Challenges and
Opportunities and
the May 2024 Board
Goals



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Successes: Anything Missing?





Fundraising, sponsor commitments and sustaining financial program

How do we solve this?



Political push back on DEI programs and policies

How do we keep the momentum going?



Chapter growth is challenging as some states with legislation that makes DEI participation and membership illegal



Engage emerging professionals and for more involvement in LGHN



Enrolling members to serve on committees is important!



Grow LGHN membership pipeline to facilitate ICMA board representation in upcoming elections and leadership



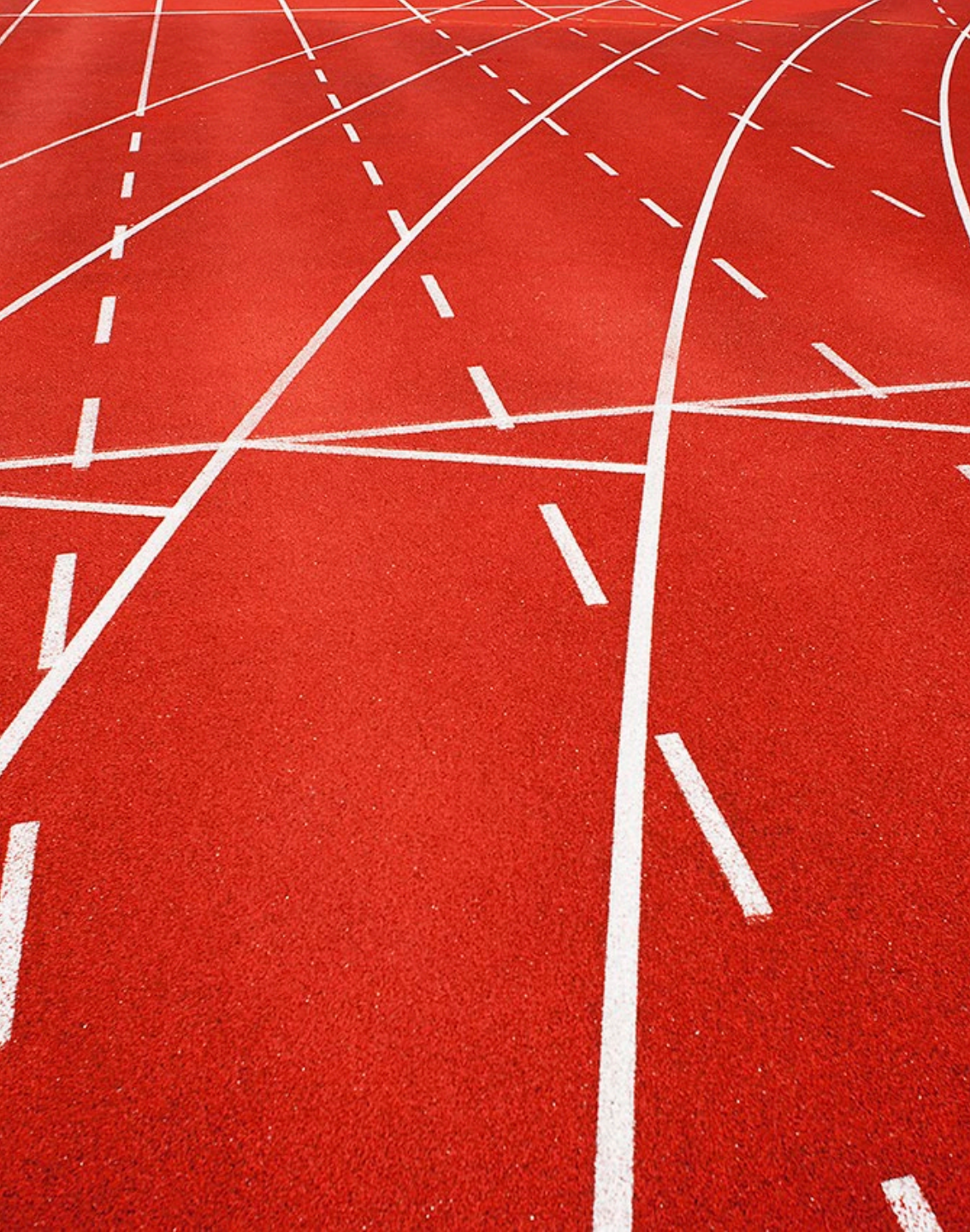
Survey members about the value of LGHN programming and ask their interests in new or different offerings

Challenges: Anything Missing?

Opportunities

Reflections of our successes and challenges discussion, *what do you see are key opportunities for LGHN over the next two years?*





Reflect, Update and Affirm Board Goals (May 2024)

- ***Grow our members***

- Target regions for chapter development such as the northeast (and leverage partnerships)

- ***Grow our endowment***

- Address the service cost gap based on BT cost write offs in 2023

- ***Grow our engagement*** (to address the needs of our members)

- *How do we have “reach” into Hispanic related needs and interests?*
- Clearly define committee and subcommittee chair roles (to meet objectives and deliver results)
- Grow our service to communities

- ***Grow lifelong memberships***

- Return LGHN’s value to members to avoid losing members as they grow

- ***Own our value***, mission, goals, programs and services


- Offer LGHN midcareer certification
- *Tell our story...* develop consistent clear messaging about history, value, program and services

- ***Grow high performing partnerships***

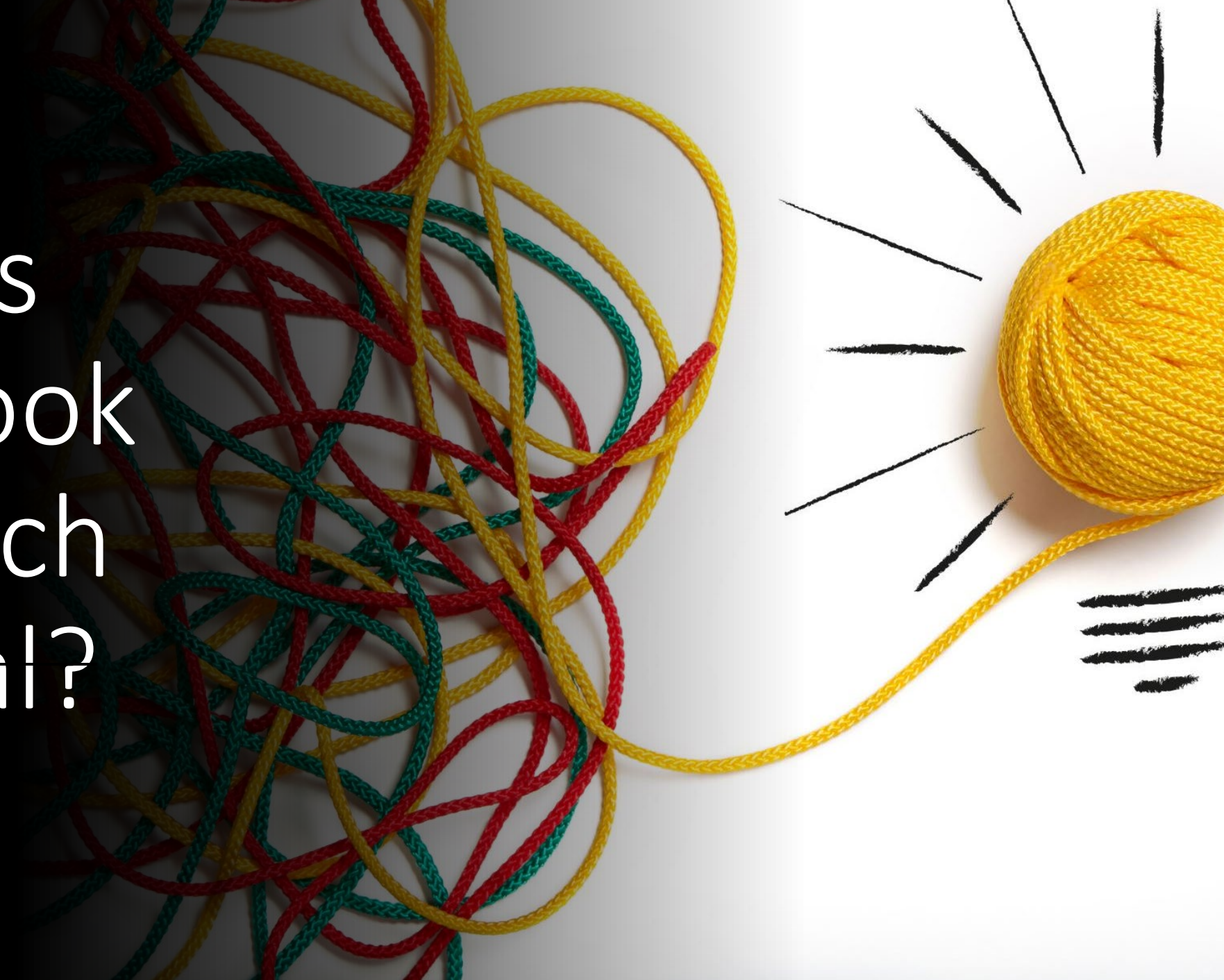
- Regularly place an LGHN member on the ICMA board of directors (*but do not focus on riding on their coattails*) and guidance to our members about committee nomination and participation

Stretch Break





What Does
Success Look
Like for Each
Board Goal?





Discuss the Next Steps and Committee Assignments



Review the Special Committee Appointment and Role of the Treasurer





Treasurer's Purpose, Role and Responsibilities

Purpose of the Treasurer

- Provide an *independent* review of LGHN monthly expenses, revenues and payment processing along with receipts.
- An *additional* level of review.

Treasurer's Governance Role

- Reports to the board's Special Committee to ensure financial integrity of the association's practices. However, the Treasurer is not a member of the board of directors.
- Collaborates with staff to clarify and correct financial reports.

Treasurer Responsibilities

- Review monthly list of expenses/invoices along with revenue receipts.
- Review the monthly summary of financial statements (budget/actual statement and status of bank accounts including *short-term* chapter holdings) in preparation for board meetings.
- May offer thoughts related to governance level financial policies and/or best practices.

LGHN President's Creation and Appointment of the Special Committee for the Treasurer

*President's
Appointment
to the
Special
Committee
for the
Treasurer*

Bylaws provides for the creation in Article 6, Section 3.

Members include Executive Director, Treasurer, Past President, President and President Elect (quorum will require two of the three members of the board).

Special
Committee
for the
Treasurer's
Role

Treasurer reports to the committee monthly including a summary of its review and is not a member of the board of directors as noted above. The purpose of the review is to ensure an additional level of review and independence.

A large saguaro cactus stands prominently in the foreground, its two arms reaching upwards. The background shows a vast desert landscape with rolling hills and numerous other saguaro cacti under a bright blue sky with scattered white clouds.

Wrap Up and Next Steps

- Review areas of board consensus
- Review next steps and assignments
- Review board member attendance at the annual membership meeting 2/25 at 9 am PT
- ***Share one word to describe the day***