



*Advancing Excellence and Inclusiveness in Local Government*

**Agenda**  
**April 5, 2024**  
**9:00 am PT/Noon ET**

**Board of Directors**

**Samantha Tavares**  
*President*

**Bob Harrison**  
*President-Elect*

**Raymond Gonzales**  
*Immediate Past President*

**Marcus Steele**  
*Vice President for Membership*

**Ramiro Inguanzo**  
*Vice President for Professional Development*

**VACANT**  
*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**

**A. Call to Order/Roll Call/Welcome**

**B. APPROVAL: Consent Agenda – Receive and Approve**

1. Board Meeting Zoom Recording Link (see password in the meeting appointment invitation)
2. Board Meeting Attendance Report for 2023/2024\*
3. Financial Reports of March 27, 2024\*
4. Affirm the Virtual Approval (on March 26, 2024) of the Selection of the Hofbräuhaus Restaurant as the Site of the LGHN Dinner and a Voucher for Each Guest to Visit the Latin American Cultural Center During the ICMA Annual Conference in Pittsburg, PA. *(The event is scheduled from 7:00 pm to 10:00 pm on Sunday September 22, 2024.)*

**C. DISCUSSION/APPROVAL:**

1. N/A

**D. DISCUSSION:**

1. Discuss the Process to Fill the Board Vacancy: Vice President for Career Advancement
2. Discuss the Board Goal Setting Workshop Agenda
  - a. Scheduled May 3, 2024, at 2 pm PT/5 pm ET
    - i. Discuss Accomplishments Since January 2022
    - ii. Explore Challenges Over the Next Two Years
    - iii. Discuss Board Goals and Committee Workplans Through 2026

**E. Informational Items:**

1. LGHN Board Liaison Reports
  - a. ICMA Board and ICMA International Committee – **Jorge Gonzalez**
  - b. MissionSquare – **Deanna Santana**
  - c. NACA – **Gabe Rodriguez**
2. Review LGHN 2024 Affiliates Collaborative Webinar Schedule\*
3. LGHN Board Committee Updates\*

**F. Future Board Meeting Agenda Items**

1. LGHN Chapters' Webinar Schedule
2. Review and Discuss Madrinas y Padrinos Program and 2024 Kickoff – *Summer 2024*

Board Liaisons

**Jorge Gonzalez**

*ICMA Liaison*

**Gabe Rodriguez**

*NACA Liaison*

**Deanna Santana**

*MissionSquare*

*Retirement Liaison*

3. Review and Discuss Baker Tilly Contract for Executive Director Services with LGHN – *Summer 2024*
4. Updated Affiliate Agreement with ICMA – *Summer 2024*
5. PM Magazine Article – *Fall 2024*

**G. Future Meeting Dates and LGHN 2023 Events**

1. *April 3 – 7, 2024 – NFBPA Forum 2024, Baltimore, MD*
2. *April 29, 2024 at 9:00 am PT – International Committee Webinar: Economic Development and Public Improvements in the US and Central America*
3. April 5, 2024 – LGHN Board Meeting
4. May 3, 2024 – LGHN Board Meeting
5. June 7, 2024 – LGHN Board Meeting
6. *June 9 – 12, 2024 – GFOA Annual Conference, Orlando, FL (Chapter members to present and host reception)*
7. **July 12, 2024 – LGHN Board Meeting – date change**
8. August 2, 2024 – LGHN Board Meeting
9. September 6, 2024 – LGHN Board Meeting
10. *September 21 – 25, 2024 – ICMA Annual Conference, Pittsburg, PA*
11. *September 22, 2024 – LGHN Dinner at ICMA in Pittsburg, PA*
12. October 4, 2024 – LGHN Board Meeting
13. November 1, 2024 – LGHN Board Meeting
14. December 6, 2024 – LGHN Board Meeting
15. **January 10, 2025 – LGHN Board Meeting – date change**
16. *January 27 – 29, 2025 LGHN 2025 Annual Conference, Mesa, AZ*

**H. Adjournment**

## Board of Directors' Meeting Attendance 2023 and 2024

Name	1/24	LGHN 1/17-1/19 and Board Retreat	2/24	3/24	4/24	5/24	6/24	7/24	8/24	9/24	10/24	11/24	12/24
Samantha Tavares	X	Attended	On Leave	On Leave	On Leave	On Leave							
Bob Harrison	X	Attended	X	A									
Raymond Gonzales	A	A	A	A									
Ramiro Inguanzo	X	Attended	X	X									
Gricelda Estrada (Resigned March 1, 2024)	X	A	X	X									
Carlos Baia	X	Attended	X	A									
Mario Díaz	X	Attended	X	X									
Noel Bernal	X	Attended	X	X									
Mariana Bojorquez	X	Professional Conflict	X	A									
Alejandra Lopez	X	Attended	X	X									
Aaron Zavala	X	Attended	X	X									
Ramiro Salazar	X	Attended	X	A									
Marcus Steele	X	Attended	X	X									
Matt Rivera	X	Attended	A	X									
Hazel Wetherford	X	Attended	X	X									
Jorge Gonzalez (ICMA Board)	X	Professional Emergency	A	A									
Gabriel Rodriguez (NACA Board)	X	Attended	X	X									
Ines Guerrero/ Deanna Santana (MissionSquare)	X	Family Emergency	X	A									

Updated April 2, 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

Updated January 30, 2024

03/27/24  
Cash Basis

Does not include Conference 2024  
or Joel Valdez

# Local Government Hispanic Network Profit & Loss Budget vs. Actual

January 1 through March 27, 2024

	<u>Jan 1 - Mar 27, 24</u>	<u>Budget</u>
<b>Ordinary Income/Expense</b>		
<b>Income</b>		
43400 · Direct Public Support		
43455 · Corporate Support	50,000.00	65,000.00
43457 · Scholarship	1,023.95	4,000.00
<b>Total 43400 · Direct Public Support</b>	<u>51,023.95</u>	<u>69,000.00</u>
46400 · Other Types of Income		
46410 · Advertising Sales	37,500.00	191,250.00
46430 · Miscellaneous Revenue	700.00	1,959.00
<b>Total 46400 · Other Types of Income</b>	<u>38,200.00</u>	<u>193,209.00</u>
47200 · Program Income		
47209 · Annual Meeting Sponsorship	0.00	2,000.00
47230 · Membership Dues		
47231 · Local Chapters	8,000.00	11,000.00
47233 · Individual	6,570.00	5,000.00
47234 · Local Government	10,500.00	7,500.00
47237 · Regional Chapter Florida	5,000.00	8,000.00
47239 · Regional Chapter Illinois	1,000.00	3,700.00
47240 · Regional Chapter Central Texas	1,000.00	2,800.00
47241 · Regional Chapter Colorado	8,000.00	8,500.00
<b>Total 47230 · Membership Dues</b>	<u>40,070.00</u>	<u>46,500.00</u>
47270 · LGHN Dinner Registrations	0.00	8,000.00
<b>Total 47200 · Program Income</b>	<u>40,070.00</u>	<u>56,500.00</u>
49000 · Special Events Income	0.00	5,000.00
<b>Total Income</b>	<u>129,293.95</u>	<u>323,709.00</u>
<b>Gross Profit</b>	129,293.95	323,709.00
<b>Expense</b>		
60900 · Business Expenses		
60920 · Business Registration Fees	0.00	120.00
60960 · Merchant Services Fees	2,377.17	10,000.00
<b>Total 60900 · Business Expenses</b>	<u>2,377.17</u>	<u>10,120.00</u>
62100 · Contract Services		
62110 · Accounting Fees	0.00	1,200.00
62150 · Outside Contract Services	59,984.38	225,000.00
<b>Total 62100 · Contract Services</b>	<u>59,984.38</u>	<u>226,200.00</u>
65000 · Operations		
65009 · Computer Software	116.37	1,600.00
65020 · Postage, Mailing Service	85.65	2,000.00
65030 · Printing and Copying	0.00	500.00
65040 · Supplies	93.45	50.00
65050 · Telephone, Telecommunications	143.43	2,000.00
65060 · Website	2,946.14	12,000.00
<b>Total 65000 · Operations</b>	<u>3,385.04</u>	<u>18,150.00</u>
65100 · Other Types of Expenses		
Board of Directors Retreat		
Retreat	0.00	1,500.00
<b>Total Board of Directors Retreat</b>	<u>0.00</u>	<u>1,500.00</u>
65110 · Advertising/Marketing Expenses	0.00	4,000.00
65120 · Insurance - Liability, D and O	909.00	1,000.00
65140 · Contributions	0.00	1,500.00
65160 · Other Costs	559.23	500.00
65170 · Scholarships Awarded	0.00	2,000.00

## Local Government Hispanic Network Profit & Loss Budget vs. Actual January 1 through March 27, 2024

	<u>Jan 1 - Mar 27, 24</u>	<u>Budget</u>
65180 · Special Events	0.00	7,000.00
65185 · Program Activities		
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
<b>Total 65185 · Program Activities</b>	<b>0.00</b>	<b>32,988.00</b>
65190 · Special Projects, Chap Support	0.00	5,000.00
<b>Total 65100 · Other Types of Expenses</b>	<b>1,468.23</b>	<b>55,488.00</b>
68300 · Travel and Meetings		
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
<b>Total 68300 · Travel and Meetings</b>	<b>921.22</b>	<b>8,400.00</b>
<b>Total Expense</b>	<b>68,136.04</b>	<b>318,358.00</b>
<b>Net Ordinary Income</b>	<b>61,157.91</b>	<b>5,351.00</b>
<b>Net Income</b>	<b><u>61,157.91</u></b>	<b><u>5,351.00</u></b>

## Local Government Hispanic Network Account Listing March 27, 2024

Account	Type	Balance Total	Description
10000 · US Bank - checking		253,817.29	
10000 · US Bank - checking:Frances Gonzalez Scholarship		21,333.99	
10000 · US Bank - checking:Joel Valdez		428.03	
10000 · US Bank - checking:LGHN Conference		0.00	
10000 · US Bank - checking:Operating Cash		157,055.27	
10000 · US Bank - checking:Operating Reserves		75,000.00	
25001 · Florida Chapter Payable	Other Current Liability	3,249.10	LGHN owes to the LFLG chapter
25003 · Illinois Chapter Payable	Other Current Liability	117.87	LGHN owes to the IL-LGHN chapter
25004 · Colorado Chapter Payable	Other Current Liability	0.00	LGHN owes to the Jutos Colorado chapter
25005 · Central TX Chapter Payable	Other Current Liability	2,838.95	LGHN owes to the CTX Chapter.
Actual Operating Cash		150,849.35	



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



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

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

<p><b>How to prepare yourself for the executive level</b></p> <p><b>LGHN Hosting</b></p>	<p><b>Moderator:</b> Noel Bernal, Adams County, CO (LGHN)</p> <p><b>Panelists:</b></p> <ul style="list-style-type: none"> <li>• Anil Comelo, St. Helena, CA <a href="mailto:acomelo@cityofsthelena.org">acomelo@cityofsthelena.org</a></li> <li>• Ian Coyle, Livingston County, NY <a href="mailto:icoyle@co.livingston.ny.us">icoyle@co.livingston.ny.us</a>(NACA)</li> <li>• Byron Brooks, County Administrator, Orlando, FL <a href="mailto:Byron.brookd@ocfl.net">Byron.brookd@ocfl.net</a> NFBPA</li> <li>• Aubrey Gonzalez, City of Phoenix, <a href="mailto:aubrey.gonzalez@phoenix.gov">aubrey.gonzalez@phoenix.gov</a> (LGHN)</li> </ul>	<p><b>July 2024</b></p>
<p><b>Leading versus managing</b></p> <p><b>NFBPA Hosting</b></p> <p><i>(ICMA session)</i></p>	<p><b>Moderator:</b> NFBPA - pending</p> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>• Marlo Ford, Urban Planner, City of Alexandria, VA <a href="mailto:Marlo.Ford@alexandriava.gov">Marlo.Ford@alexandriava.gov</a> NFBPA</li> <li>• Cheryl Orr, Managing Partner, Institute for Excellence in Public Service <a href="mailto:cherylorr02@gmail.com">cherylorr02@gmail.com</a> NFBPA</li> <li>• Angelica Wedell, Polco TBD</li> </ul>	<p><b>August 2024</b></p>
<p><b>Climate change and long-term financial health (LGHN)</b></p> <ul style="list-style-type: none"> <li>○ Services to vulnerable populations</li> <li>○ Managing productivity</li> <li>○ City and County perspective</li> </ul>	<p><b>Moderator:</b> NFBPA - pending</p> <p><b>Presenters:</b></p> <ul style="list-style-type: none"> <li>• Ken Wilson, Franklin County, OH <a href="mailto:knwilson@franklincountyohio.gov">knwilson@franklincountyohio.gov</a> (NACA)</li> <li>• Dee Williams-Ridley, City Manager, City of Berkeley, CA <a href="mailto:dwilliams-ridley@cityofberkeley.info">dwilliams-ridley@cityofberkeley.info</a> (NFBPA)</li> </ul> <p>Samantha Tavares, City of Phoenix <a href="mailto:samantha.tavares@phoenix.gov">samantha.tavares@phoenix.gov</a> (LGHN)</p>	<p><b>September 2024</b></p>
<p><b>Designing sustainable smart cities and counties (NFBPA)</b></p>	<p>Aneisha Daniel: Deputy City Manager, City of North Miami (NFBPA)</p>	<p><b>October 2024</b></p>

<ul style="list-style-type: none"> <li>○ <b>Electric vehicles</b></li> <li>○ <b>The city as a digital innovation ecosystem</b></li> <li>○ <a href="https://www2.deloitte.com/us/en/insights/industry/public-sector/future-of-cities.html">https://www2.deloitte.com/us/en/insights/industry/public-sector/future-of-cities.html</a></li> </ul> <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><a href="mailto:adaniel@northmiamifl.gov">adaniel@northmiamifl.gov</a></p> <p>Cedric Grant: President at Grant Management Group, LLC. Louisiana Electric Vehicle Infrastructure Deployment</p> <p><a href="mailto:cedricsgrant@gmail.com">cedricsgrant@gmail.com</a> (NFBPA)</p> <p>Samantha Tavares, City Manager's Office, City of Phoenix, AZ (LGHN) Samantha Tavares</p> <p><a href="mailto:samantha.tavares@phoenix.gov">samantha.tavares@phoenix.gov</a></p> <p>Kenneth N. Wilson, County Administrator, Franklin County, OH</p> <p><a href="mailto:knwilson@franklincountyohio.gov">knwilson@franklincountyohio.gov</a> (NACA)</p> <p>Genesis Gavino, Chief of Staff, City Manager's Office, City of Dallas, TX (I-NAPA) <a href="mailto:genesis.gavino@dallas.gov">genesis.gavino@dallas.gov</a></p>	
<p><b>Fostering trust and community engagement with your public safety professionals (LGHN)</b></p> <ul style="list-style-type: none"> <li>○ <b>Stakeholder engagement</b></li> <li>○ <b>City and County perspective</b></li> <li>○ <b>Data driven policing</b></li> </ul>	<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><b>November 2024</b></p>

	<p><b>Moderator</b> - Elaine Wang, City Manager, City of Winooski, VT  <a href="mailto:EWang@winooski.vt.gov">EWang@winooski.vt.gov</a> (I-NAPA)</p> <p>Mark Washington, City Manager, City of Grand Rapids, MI <a href="mailto:mwashington@grand-rapids.mi.us">mwashington@grand-rapids.mi.us</a> (NFBPA but replace with community stakeholder representative)</p> <p>Alan Vanderberg, County Administrator, Kent County, MI  <a href="mailto:al.vanderberg@kentcountymi.gov">al.vanderberg@kentcountymi.gov</a> (NACA)</p> <p>Mario Diaz, North Maimi Beach, FL  <a href="mailto:Mario.Diaz@citynmb.com">Mario.Diaz@citynmb.com</a> (LGHN)</p> <p>Marcus Jones: City Manager, City of Charlotte, NC  <a href="mailto:marcus.jones@charlottenc.gov">marcus.jones@charlottenc.gov</a> (NFBPA)</p> <p>Cedric Alexander: Former Public Safety Commissioner, City of Minneapolis  <a href="mailto:acopdoc@icloud.com">acopdoc@icloud.com</a> (NFBPA)</p>	
<p><b>Social media and data privacy</b>  (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  <a href="mailto:Travis.Cutright@peoriaaz.gov">Travis.Cutright@peoriaaz.gov</a> (NFBPA)</p> <p>Marcus Steele, Budget Manager, City of Scottsdale, AZ (LGHN)  <a href="mailto:msteele@Scottsdaleaz.gov">msteele@Scottsdaleaz.gov</a></p>

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

**From:** [Christine Butterfield](#)  
**To:** [Ramiro Salazar](#); [AFana@wpb.org](#); [mayleedejesus@gmail.com](#); [Ana Elizarraga](#); [lagathon@fortlauderdale.gov](#); [Ramiro Inguanzo](#); [xavier.lewis16@gmail.com](#); [JCamacho@adcogov.org](#); [Nickolas Valenzuela](#); [Rolando Fernandez](#); [Soto, Elissa](#); [Andrea.Alicoate@MesaAZ.gov](#); [Samantha Tavares](#); [Diana.Gallego@talgov.com](#); ["amcabrera@fortlauderdale.gov"](#); [rmuniz@southwesttranches.org](#); [jferriol@wpb.org](#); [agaca@pinecrest-fl.gov](#); [icontreras@grand-rapids.mi.us](#); [Alex Lopez \(CMO\)](#); [Ann Eaton \(NHSD\)](#); [Niki Tapia](#); [Kevin Bueso](#); [Torres, Juan](#); [Aarón Zavala](#); [Vanessa Gonzalez](#); [Cesarina Rodriguez](#); [rlavin@fsu.edu](#); [Aaron Zavala](#); [Davis, Maritza](#); [rsuarez77@gmail.com](#); [Steele, Marcus - B1764](#); [Bob Harrison](#); [Zenía Cornejo](#); [ecano@cityofevanston.org](#)  
**Cc:** [Karen Davis](#); [Jeri Beckstedt](#); [Jenny Sudo](#); [Butterfield, Christine](#); [Melinda Cerda \(Parks\)](#); [Lucia Lopez](#); [Erica Navarro](#); [Cynthia Ezcurra](#)  
**Subject:** LGHN Chapters Special Meeting - Zoom Recording and Chapter Webinar Calendar  
**Date:** Friday, March 22, 2024 1:49:00 PM

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Hello All!

It was a very productive meeting today. Thank you for attending! For those that were not free to join us, feel free to review the meeting recording available here:

<https://us02web.zoom.us/rec/share/bSNdalp9E0qvkJNfpXd1hLXapAsUoMIWq8jJoIrTshNlubNXKxKf4s5afQYdOcRi.XWlWuNugnFlyCFs>

Passcode: eq6\*vy#+

Today **LGHN chapters offered to host webinars** to members in 2024 and 2025 the following months:

- **May 2024 – Scottsdale Chapter**
- **June 2024**
- **July 2024 – MI Chapter**
- **August 2024**
- **September 2024 - IL LGHN Chapter**
- **October 2024 – Juntos Colorado Chapter**
- **November 2024**
- December 2024 (NOTE: Holidays and end of the year activities attract less webinar registrants this month)
- **January 2025**
- **February 2025 – IL LGHN Chapter**
- **March 2025**
- **April 2025**

If your chapter is not listed yet, please select the month you plan to host a webinar and share the month with me by Monday April 1. If you need more time, please let me know that too.

Great to see everyone today. Have a wonderful weekend!

**Christine Butterfield** | Executive Director (*she/her/hers*)  
50 Fremont Street, Suite 4000, San Francisco, CA 94105  
Office: 408-392-0232 | Cell: 510-761-4440  
[www.lghn.org](http://www.lghn.org)  
1730 Madison Road, Cincinnati, OH 45206







## Board of Directors' 2022 and 2023 Committee Work Plans and Goals

Developed at the Board Workshop on January 8, 2022

2022 and 2023 Committee Work Plans for (Board to Reconsider at 2024 Retreat)		April 2024 Updates
<p><b>A. Executive Committee Chair – Samantha Tavares</b></p> <ol style="list-style-type: none"> <li>1. LGHN values and process to confirm alignment by third-party contractors.</li> <li>2. Explore partnerships with other organizations and build relationships.</li> <li>3. Better define relationships with and opportunities for participating in programs offered by LGHN affiliates (NFBPA, I-NAPA, NACA, GFOA).</li> <li>4. Create a master calendar of affiliate activities.</li> <li>5. Review terms of ICMA affiliate agreement and establish expectations of ICMA. <b>UNDERWAY for 2024 consideration</b></li> <li>6. Set time and develop agenda for leadership meeting with ICMA.</li> </ol>	<ul style="list-style-type: none"> <li>• Review and update values and mission statement Better define LGHN relationship with affiliates and invite the presidents of each organization and establish a regular meeting to catalyze collaborative efforts</li> </ul>	<ul style="list-style-type: none"> <li>• LGHN financial policies</li> <li>• Other</li> </ul>

2022 and 2023 Committee Work Plans for (Board to Reconsider at 2024 Retreat)	April 2024 Updates	
<p>7. Update Board commitment forms. <b>COMPLETE</b></p> <p>8. Review and recommend updates to the <i>emerging leaders award</i></p> <p><i>Meets as needed</i></p>		
<p><b>B. 2025 Conference Planning Committee (with Professional Development Committee) Chairs – TBD</b></p> <p>1. Negotiate new training programs with SGR. <b>COMPLETE</b></p> <p>2. Identify topics for 2024 webinars.</p> <p>3. Reach out to LGHN chapters to assist with regional in-person training and networking sessions. <b>COMPLETE</b></p> <p><i>Meets monthly until four months before conference, after that meeting scheduled every other week.</i></p>	<p>Biennial Conference - Mesa Convention Center from January 27 through 29, 2025</p>	
<p><b>C. Career Advancement Committee Chair (and Vice President for Career Development) – TBD</b></p> <p>1. Kick off the revised <i>Madrinas y Padrinos</i> coaching program.</p> <p>2. Outreach to executive search firms for assistance with interview skills, resume writing, etc.</p> <p>3. Foster university partnerships (John J College, NY; Maxwell School; ICMA Fellows;</p>	<ul style="list-style-type: none"> <li>• Successful launch of new structured mentorship program in 2022. Likely grow the toolbox to support the program.</li> <li>• Consider offering professional assessment tools through the <i>Madrinas y Padrinos</i> program. <b>COMPLETE</b></li> </ul>	<ol style="list-style-type: none"> <li>1. The second cycle and cohort wrap up planned April 2024.</li> <li>2. GFOA members joined the program in 2023/2024. More positive reviews, “this was the best mentorship program”</li> </ol>

<p align="center"><b>2022 and 2023 Committee Work Plans for (Board to Reconsider at 2024 Retreat)</b></p>	<p align="right"><b>April 2024 Updates</b></p>	
<p>University of San Francisco and Monica Hudson)</p> <p>4. Engage more Board members to serve as mentors. <b>COMPLETE</b></p> <p><b><i>Meets as needed in addition to program schedule</i></b></p>		
<p><b>D. Membership Committee Chair - Marcus Steele</b></p> <ol style="list-style-type: none"> <li>1. Kick off joint membership drive with ICMA.               <ol style="list-style-type: none"> <li>a. Target membership outreach to Hispanic City managers</li> <li>b. Target membership outreach to state associations to establish partnerships</li> </ol> </li> <li>2. Track membership growth and report regularly to the LGHN board</li> <li>3. Work with NACA to increase County membership.</li> <li>4. Pursue new regional chapters and set priorities for 2024.</li> </ol> <p><b><i>Meets the second Friday of the month at 9:00 am PT</i></b></p> <p><b><i>Chapters Advisory Subcommittee Chair – Marcus Steele. Establish advisory committee in conjunction with LGHN chapter representatives.</i></b></p>	<ul style="list-style-type: none"> <li>• Working with ICMA on joint membership drive to recruit new members to LGHN.</li> <li>• Collaborating with local government state chapters has been an effective method to build membership (and NACA)</li> <li>• Building regional chapters where we have advocates</li> </ul>	<p><u><b><i>Formation Targeted in 2024</i></b></u></p> <ol style="list-style-type: none"> <li>a. <b><i>Washington Chapter: Bob Harrison</i></b></li> <li>b. <b><i>Michigan Chapter:</i></b> Formation meeting in progress in August 2023. <b><i>Karen Davis</i></b></li> <li>c. <b><i>California Chapter(s): Hazel Wetherford and Aaron Zavala</i></b> assist with CalICMA and MMANC. Considering multiple chapters.</li> <li>d. <b><i>Minnesota Chapter: Maria Solano</i></b> and other contacts in the region.</li> </ol>

2022 and 2023 Committee Work Plans for (Board to Reconsider at 2024 Retreat)		April 2024 Updates
<p>Develop plan to engage chapters on an ongoing basis. Create a chapter recognition program.</p> <p><i>Regular meeting time: Every other month on the third Friday at 8:30 am PT</i></p>		
<p><b>E. Marketing and Communications Committee Co-Chairs – TBD</b></p> <ol style="list-style-type: none"> <li>1. Develop/improve social media plan.</li> <li>2. Develop communications and marketing strategy and branding.</li> <li>3. Assist with organizing posted/recorded webinars and training sessions.</li> <li>4. Social media tracking (Latino leadership institute offers a good model/Denver University)</li> <li>5. Update the LGHN website.</li> </ol> <p><i>Regular meeting time: TBD</i></p>	<ul style="list-style-type: none"> <li>• Social media communications are an opportunity that we can grow.</li> <li>• Invite members with communications skills join</li> <li>• Include co-chair in the call for committees.</li> </ul>	<ul style="list-style-type: none"> <li>• TBD</li> </ul>
<p><b>F. Scholarships and Fund Development Committee Chair – Samantha Tavares, Bob Harrison and Noel Bernal (Carolina LaMonica with MissionSquare)</b></p> <ol style="list-style-type: none"> <li>1. Discuss funding assistance from ICMA.</li> <li>2. Review LGHN value statement (focus on ROI) for potential sponsors and market DEI expertise/resources</li> </ol>	<ul style="list-style-type: none"> <li>• Develop a flexible fund development strategy/policy to dedicate and expend dollars to an array of LGHN activities (scholarships, operations, conference/programming, marketing/social media, etc.)</li> <li>• Develop sponsor’s value statement (Noel to join)</li> </ul>	<ol style="list-style-type: none"> <li>1. Sustaining corporate membership campaign continues.</li> <li>2. Noel and Bob met in February and March 2024 to discuss outreach strategy to attract \$500,000 plus in sponsorship and explore new investment strategies to promote financial sustainability.</li> </ol>

<p align="center"><b>2022 and 2023 Committee Work Plans for (Board to Reconsider at 2024 Retreat)</b></p>	<p align="right"><b>April 2024 Updates</b></p>	
<p>3. Update sponsor packet with sponsorship options</p> <p>4. Develop strategy for sponsor outreach</p> <p><b>Regular meeting time: TBD</b></p>	<ul style="list-style-type: none"> <li>• Consider creating an endowment policy and/or benchmark.</li> <li>• Reach out to state associations to grow the endowment/fund development/marketing</li> </ul>	
<p><b>G. International Committee Chair - Noel Bernal</b></p> <p>1. Adapt training materials from ICMA credentialing program (adapt program to meet the needs of early to mid-career development professionals)</p> <p>2. Invite LGHN members to create case studies in line with the training structure.</p> <p>3. Market the training opportunities</p> <p>4. Administer/conduct training</p> <p><b>Regular meeting time: Last Monday of every month at 9 am PT/noon ET</b></p>		<ol style="list-style-type: none"> <li>1. Working with ICMA to develop cobranded programming.</li> <li>2. Webinar planned in April 29, 2024 in English and Spanish. Two more to follow this year.</li> </ol>
<p><b>F. Nominations Committee – Chair and committee appointed by the President</b></p> <ol style="list-style-type: none"> <li>1. Email members regarding interest in serving and recommendations – 30 days required (<i>May/June</i>)</li> <li>2. Close member submittals – <i>June</i></li> <li>3. Review submittals and conduct interviews (<i>June/July</i>)</li> <li>4. Board approval at the <i>July or August</i> board meeting</li> </ol>	<ul style="list-style-type: none"> <li>• Include on the May or June Board meeting agenda</li> </ul>	

<p style="text-align: center;"><b>2022 and 2023 Committee Work Plans for (Board to Reconsider at 2024 Retreat)</b></p>		<p style="text-align: center;"><b>April 2024 Updates</b></p>
<p>5. Issue ballots – 15 days minimum for voting, at least 30 days before the annual meeting (<i>August</i>)</p> <p>6. Close ballots – typically 30 days (<i>September</i>)</p> <p>7. Annual membership meeting (<i>October</i>)</p> <p><b><i>Meeting times determined by bylaws and date of annual membership meeting</i></b></p>		

*Updated 4/1/24*