



Advancing Excellence and Inclusiveness in Local Government

Agenda
October 7, 2022
9:00 am PT/noon ET

LGHN Board of Directors

Raymond Gonzales

President

Samantha Tavares

President-Elect

Rolando Fernandez

Immediate Past

President

Bob Harrison

Vice President

for Membership

Ramiro Inguanzo

Vice President for

Professional Development

Gricelda Estrada

Vice President for

Career Advancement

At-Large Directors

Carlos Baia

Past ICMA

Board Member

Noel Bernal

Mariana Bojorquez

Raoul Lavin

Alejandra Lopez

Ramón Pérez-Goizueta

Matt Rivera

Ramiro Salazar

Marcus Steele

Victor Cardenas

ICMA Board Liaison

Orlando Cruz

ICMA-RC Liaison

Gabe Rodriguez

NACA Liaison

A. Call to Order/Roll Call/Welcome

B. APPROVAL: Consent Agenda – Receive and Approve

1. Minutes for Board Meeting of September 9, 2022*
2. Board Meeting Attendance Report for 2022/2021*

C. DISCUSSION/APPROVAL:

1. Review Financial Reports Overview through October 3, 2022* and Approve an Operating Transfer to Cover Operating Costs through December 31, 2022 and Modifications to the LGHN Committees' Workplans for 2022

D. DISCUSSION:

1. Discuss Corporate Sponsorship and Membership Campaign Status*

E. Informational Items

1. Discussion of LGHN Itinerary at ICMA*
2. Review and Discuss Committee Updates*
3. Board Retreat Tentative Agenda, November 5, 2022 from 7:30 am to 2:00 pm CT
 - a. Discuss the DEI Policy Subcommittee Proposed Implementation Plan
 - b. Engage in DEI workshop (lead by Andrea Alicoate, City of Mesa, AZ)
 - c. Discuss Baker Tilly's (formerly Management Partners) Future Assistance and Support of LGHN
 - d. Review and Update LGHN Bylaws
 - e. Review, Discuss and Update 2023 Workplan

F. Future Board Meeting Agenda Items

1. Affiliate Agreements with Illinois and Florida LGHN Chapters
2. Baker Tilly (Formerly Management Partners) Contract Amendment

G. Adjournment & Future Meeting Dates

1. Friday, October 7, 2022 – LGHN Board Meeting
2. *October 2022 – NFBPA Emerge Conference, Atlanta, GA*
3. *November 2-5, 2022 - NFBPA, City/County Manager Symposium, Carl Vinson Institute of Government, University of Georgia*
4. *November 4-5, 2022 - LGHN Annual Membership Meeting and Board Retreat, Chicago, IL (Collaborating with GFOA, NFBPA, SGR, ICA, IL-LGHN Regional Chapter and GovHRUSA to develop sessions)*
5. Friday, December 2, 2022 – LGHN Board Meeting
6. Friday, January 6, 2023 – LGHN Board Meeting
7. Friday, February 3, 2023 – LGHN Board Meeting

*Supporting documents provided in board packet

8. Friday, March 3, 2023 – LGHN Board Meeting
9. Friday, April 7, 2023 – LGHN Board Meeting
10. *April 26-30, 2023 – NFBPA Forum, Minneapolis, MN*

*Supporting documents provided in board packet



Board Meeting Summary of September 9, 2022

Board Members in Attendance: Rolando Fernandez (Past President), Ramiro Inguanzo, Ramiro Salazar, Marcus Steele, Matt Rivera, Gricelda Estrada, Carlos Baia, Bob Harrison, Noel Bernal, Alejandra Lopez, Gabriel Rodriguez, and Victor Cardenas

Board Members Absent: Raymond Gonzales (President), Samantha Tavares (President-Elect), Mariana Bojorquez, Raoul Lavin, and Ramón Pérez Goizueta

LGHN Staff: Christine Butterfield

1) Call to Order/Roll Call/Welcome

Rolando Fernandez (Past President) called the meeting to order at 9:07 am PT.

2) APPROVAL: Consent Agenda – Receive and Approve

1. Minutes for Board Meeting of August 5, 2022*
2. Board Meeting Attendance Report for 2022/2021*
3. Financial Reports through September 2022*

Rolando requested a motion to approve. Christine asked to share with the board that as forecasted by staff in May, June and July, Management Partners had exceeded the annual estimate of services and costs for 2022. She noted that LGHN uses a two-year budget, and the contract has a parallel two-year term. However, staff will present a detailed review of the budget at the next meeting and options.

Motion to approve by Noel Bernal
Seconded by Ramiro Inguanzo
Unanimously approved

3) DISCUSSION/APPROVAL:

1. Diversity, Equity, and Inclusion Policy*

Following a brief review of the chronology of drafting by Noel Bernal and Gabe Rodriguez, Christine shared the Board subcommittee asked that a training be provided at the Board retreat and Andrea Alicoate with the City of Mesa will provide the learning session.

Motion to approve by Ramiro Inguanzo
Seconded by Ramiro Salazar
Unanimously approved

D. DISCUSSION:

1. Preview the Draft DEI Implementation Plan*

2. Review and Discuss LGHN Itinerary at ICMA*
3. Discuss Corporate Sponsorship and Membership Campaign Status*
4. Discuss Board Retreat Tentative Agenda, November 5, 2022
 - a. Discuss the DEI Policy Subcommittee Proposed Implementation Plan
 - b. Engage in DEI workshop (lead by Andrea Alicoate, City of Mesa, AZ)
 - c. Review and Update LGHN Bylaws
 - d. Review, Discuss and Update 2023 Workplan

Christine reviewed each discussion item and shared that the DEI implementation plan would be finalized during the board retreat. Christine also walked the board through all of the events and sessions hosted by LGHN at the ICMA conference in Columbus. She shared the corporate sponsorship contact list and asked each board member to provide their corporate contacts to ensure staff has current information to grow revenues. Christine also shared the annual membership meeting schedule on November 4 and asked the board for input on the board retreat agenda. Ramiro Salazar asked the staff add the following discussion topic:

- Management Partners services over the next several years

4) Informational Items

1. Review and Discuss Committee Updates*

5) Future Board Meeting Agenda Items

1. Management Partners Contract Amendment

6) Adjournment & Future Meeting Dates

1. Thursday, September 15, 2022 – LGHN *Dia De Los Muertos* Webinar from 11:00 am to noon PT/2:00 pm to 3:00 pm ET
2. *September 17-21, 2022 – ICMA Annual Conference, Columbus, OH*
3. *September 18, 2022 – LGHN Annual Dinner at the Le Meridien Hotel in Columbus, OH from 6 to 9 pm, Ohio Latino Affairs Commission Secretary Daniel Molina, keynote presenter*
4. *September 19, 2022 – Affiliates' Reception at ICMA, Hyatt Hotel in Columbus*
5. Friday, October 7, 2022 – LGHN Board Meeting
6. *October 2022 – NFBPA Emerge Conference, Atlanta, GA*
7. *November 4-5, 2022 LGHN Annual Membership Meeting and Board Retreat, Chicago, IL (Collaborating with GFOA, SGR, ICA, IL-LGHN Regional Chapter and GovHRUSA to develop sessions)*

Rolando adjourned the meeting at 9:55 am PT

2022 and 2021 Board of Directors Meeting Attendance Summary

Name	Retreat Jan 2022	Feb 2022	Mar 2022	April 2022	May 2022	June 2022	July 2022	Aug 2022	Sept 2022	Oct 2022	Retreat Nov 2022	Dec 2022
Raymond Gonzales	Present	Absent	Present	Absent	Absent	Present	Present	Absent	Absent			
Samantha Tavares	Present	Absent	Present	Present	Present	Present	Present	Present	Absent			
Rolando Fernandez	Present	Present	Present	Present	Present	Present	Present	Present	Present			
Bob Harrison	Present	Absent	Present	Present	Present	Absent		Absent	Present			
Ramiro Inguanzo	Present	Present	Present	Present	Present	Present	Present	Present	Present			
Gricelda Estrada	Present	Present	Absent	Absent/ NFBPA	Absent	Absent	Present	Present	Present			
Carlos Baia	Present	Present	Present	Present	Absent	Absent	Present	Present	Present			
Noel Bernal	Present	Absent/ NFBPA	Present	Present	Absent	Present	Absent/ Transition	Absent/ Transition	Present			
Mariana Bojorquez	Absent	Present	Present	Present	Present	Present	Present	Present	Absent			
Alejandra Lopez						Present	Present	Present	Present			
Raoul Lavin	Present	Present	Absent	Present	Present	Absent/ Florida CMA	Present	Present	Absent			
Ramón Pérez-Goizueta	Present	Absent	Present	Absent	Present	Present	Present	Absent	Absent			
Ramiro Salazar	Absent	Present	Absent	Absent	Absent	Present	Present	Present	Present			
Marcus Steele	Absent	Present	Present	Present	Present	Absent	Absent	Present	Present			
Matt Rivera	Present	Present	Present	Absent	Present	Present	Present	Present	Present			
Victor Cardenas – ICMA	Present	Present	Present	Present	Present	Present	Present	Present	Present			
Gabriel Rodriguez- NACA	Present	Present	Present	Present	Present	Present	Present	Present	Present			

2022 and 2021 Board of Directors Meeting Attendance Summary

Name	Jan 2021	Feb 2021	Mar 2021	April 2021	May 2021	June 2021	July 2021	Aug 2021	Retreat Sept 2021	Oct 2021	Nov 2021	Dec 2021
Raymond Gonzales	Present	Present	Present	Present	Present	Present	Present	Present	Present		Present	Present
Samantha Tavares	Absent	Present	Present	Present	Present	Present	Absent	Present	Present		Present	Absent
Rolando Fernandez	Present	Present	Absent	Present	Present	Present	Present	Present	Present		Present	Present
Bob Harrison	Present	Present	Present	Present	Present	Present	Present	Present	Present		Present	Present
Aubrey Gonzalez	Present	Present	Present	Present	Present	Absent	Present	Present	Present			
Paulina Martinez	Absent	Present	Present	Present	Present	Present	Absent	Present	Absent			
Carlos Baia	Present	Present	Present	Present	Absent	Present	Present	Absent	Present		Present	Present
Noel Bernal	Present	Present	Present	Absent	Absent	Absent	Present	Present	Present		Present	Present
Mariana Bojorquez									Present		Present	Present
Maria De Leon	Present	Present	Present	Present	Present	Present	Present	Present	Absent		Present	Present
Gricelda Estrada	Present	Present	Present	Present	Present	Present	Present	Present	Present		Present	Absent
Ramiro Inguanzo	Present	Present	Present	Absent	Absent	Present	Present	Present	Present		Absent	Absent
Raoul Lavin	Present	Present	Present	Present	Present	Absent	Absent	Present	Present		Present	Present
Ramón Pérez-Goizueta									Present		Present	Present
Matt Rivera									Present		Present	Present
Ramiro Salazar	Present	Present	Present	Present	Present	Present	Present	Present	Present		Present	Present
Marcus Steele									Present		Present	Present
Victor Cardenas	Present	Present	Present	Absent	Absent	Present	Present	Present	Present		Present	Present



LGHN Financial Report Overview – Board of Directors Meeting on October 7, 2022

Background

- As reported to the board in May 2022 and each following monthly meeting, the LGHN two-year budget approved for FY 2022 and 2023 will not be sufficient to cover all costs, specifically the Baker Tilly (formerly Management Partners) contract.
- LGHN kicked off an aggressive fundraising campaign to generate operational revenue this summer. Corporate sponsors expressed interest in contributing but a number contacted have spent their funds for 2022 and asked to be contacted in December and January about contributions for 2023. In addition, sponsorship outreach is underway now for the annual membership meeting and LGHN has secured sponsor commitments totally \$2,500 so far and additional sponsorships are anticipated. Sponsorship revenues will support LGHN operating costs. GFOA will cover the facilities and reception expenses for the meeting.
- LGHN also began an aggressive campaign in 2022 to grow membership and new chapters. In 2022, new chapters have formed in Illinois and Florida. More are anticipated in 2023 including Colorado, Washington, Texas, New Mexico and Washington, DC.

Recommendations

Year One FY 2022

- A. As of September 30, 2022, revenues are \$162,067 and expenditures are \$159,858, leaving a balance of \$2,209 for the remainder of the year. If programs continue at the current pace, we estimate that we need to raise \$55,000 for the remainder of the year.
- B. Staff recommends the following transfers to operating
- \$ 24,649 from LGHN conference
 - \$16,537 from operating
 - *\$41,186 total*
- C. LGHN retains
- | | | |
|---------------------------------|---|----------|
| ○ Operating reserve | - | \$23,345 |
| ○ Joel D. Valdez | - | \$ 428 |
| ○ Frances Gonzalez Scholarships | - | \$12,961 |
| ○ AHN Conference | - | \$ 6,639 |
- D. Staff also recommends focusing hours on the following LGHN committees over the fourth quarter of 2022
- Professional Development – Continue to meet October, November and December and deliver Programming
 - Biennial Conference – October



- Membership Development Meetings – October, November and December
- Chapters Meeting – October
- Corporate Sponsorship Outreach - Ongoing
- Remaining committees will pause until first quarter FY 2023

Year Two FY 2023

- E. LGHN will begin receiving dues from new chapters in Illinois and Florida.
- F. Staff will propose fees for all conferences, programs and services to cover operating costs and in some instances propose fees to grow revenues.
- G. Board and staff outreach to corporate sponsors will be used to reimburse transfers noted above.
- H. Board will review and approve an amended contract with Baker Tilly based on revenues and expenditures and estimated staff hours by activity/program/service.

Fundraising Activities, Role of the Board and Next Steps

- *LGHN Corporate Sponsorships* – Staff began outreach this summer and continue to contact prospective sponsors based on contacts that previously supported GFOA and ICMA. **The fundraising target is \$150,000.**
- *Annual Membership Meeting Corporate Sponsorships* – The Illinois City/County Managers Association shared their corporate sponsorship list with LGHN and outreach underway now. **The fundraising target is \$10,000.**
- *Biennial Conference Sponsorships* – The Florida City/County Managers Association also shared their sponsor lists with LGHN. Targeted outreach will begin following the Annual Membership Meeting. The sponsor brochure and funding categories are planned for discussion at the October conference planning committee meeting. **The fundraising target is \$100,000.**
- *Chapter Sponsorships* - A similar request has been made to the Oregon City/County Managers Association. *To assist regional chapters with startup costs, staff will propose to the board that LGHN assist with fundraising in each region and split the proceeds with the regional chapter and recommend that LGHN retain 40% of new sponsorships located in new regional chapters to cover operating costs. And, when corporations renew their sponsorship in subsequent years, modify the split so that LGHN would retain 25% and the rest directed to the chapters.*

Local Government Hispanic Network
Budget vs. Actual
 January through September 2022

	<u>Jan - Sep 22</u>	<u>Budget</u>
Ordinary Income/Expense		
Income		
43400 · Direct Public Support		
43450 · Individual Support	160.00	
43455 · Corporate Support	50,500.00	65,000.00
43457 · Scholarship	2,580.00	
Total 43400 · Direct Public Support	<u>53,240.00</u>	<u>65,000.00</u>
46400 · Other Types of Income		
46410 · Advertising Sales	55,050.00	75,000.00
46430 · Miscellaneous Revenue	510.14	475.00
Total 46400 · Other Types of Income	<u>55,560.14</u>	<u>75,475.00</u>
47200 · Program Income		
47208 · Annual Meeting Registrations	750.00	
47230 · Membership Dues		
47231 · Chapters	20,300.00	40,500.00
47232 · Corporate	1,200.00	2,000.00
47233 · Individual	3,441.66	4,500.00
47234 · Local Government	18,750.00	20,000.00
47236 · Membership Discounts	50.00	
Total 47230 · Membership Dues	<u>43,741.66</u>	<u>67,000.00</u>
47270 · LGHN Dinner Registrations	4,275.00	4,000.00
47271 · LGHN Dinner Sponsorships	0.00	1,000.00
Total 47200 · Program Income	<u>48,766.66</u>	<u>72,000.00</u>
49000 · Special Events Income		
49010 · Special Events Contributions	4,500.00	2,500.00
Total 49000 · Special Events Income	<u>4,500.00</u>	<u>2,500.00</u>
Total Income	<u>162,066.80</u>	<u>214,975.00</u>
Gross Profit	162,066.80	214,975.00
Expense		
60900 · Business Expenses		
60920 · Business Registration Fees	105.41	100.00
60930 · Constant Contact	0.00	250.00
60960 · Merchant Services Fees	2,433.46	2,100.00
Total 60900 · Business Expenses	<u>2,538.87</u>	<u>2,450.00</u>
62100 · Contract Services		
62110 · Accounting Fees	0.00	1,100.00
62150 · Outside Contract Services	118,217.95	100,000.00
Total 62100 · Contract Services	<u>118,217.95</u>	<u>101,100.00</u>
65000 · Operations		
Computer Software	1,503.52	1,000.00
65020 · Postage, Mailing Service	375.21	50.00
65030 · Printing and Copying	545.85	250.00
65040 · Supplies	5.38	50.00
65050 · Telephone, Telecommunications	1,618.70	2,050.00
65060 · Website	9,104.68	12,000.00
Total 65000 · Operations	<u>13,153.34</u>	<u>15,400.00</u>
65100 · Other Types of Expenses		
Board of Directors Retreat		
Retreat	0.00	1,500.00
Total Board of Directors Retreat	<u>0.00</u>	<u>1,500.00</u>
65110 · Advertising/Marketing Expenses	825.68	4,000.00
65120 · Insurance - Liability, D and O	905.00	900.00

Local Government Hispanic Network
Budget vs. Actual
 January through September 2022

	<u>Jan - Sep 22</u>	<u>Budget</u>
65140 · Contributions	1,500.00	6,000.00
65160 · Other Costs	1,258.28	500.00
65180 · Special Events	6,596.56	5,000.00
65185 · Program Activities		
Catering	13,495.49	12,000.00
Other Costs	0.00	100.00
Postage/Shipping	0.00	500.00
Printing/Copy	0.00	250.00
Stipends and Speaker Fees	0.00	500.00
Total 65185 · Program Activities	<u>13,495.49</u>	<u>13,350.00</u>
65190 · Special Projects	1,366.73	5,000.00
65100 · Other Types of Expenses - Other	0.00	0.00
Total 65100 · Other Types of Expenses	<u>25,947.74</u>	<u>36,250.00</u>
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
Total 68300 · Travel and Meetings	<u>0.00</u>	<u>6,000.00</u>
Total Expense	<u>159,857.90</u>	<u>161,200.00</u>
Net Ordinary Income	<u>2,208.90</u>	<u>53,775.00</u>
	<u>2,208.90</u>	<u>53,775.00</u>



I. 2022 Corporate Sponsorship and Benefits Programs

- Sponsorship and benefits program developed by the Scholarship and Fund Development Committee in early 2022
- Board reviewed, updated and approved on May 6, 2022

Updated May 31, 2022

Corporate Sponsorship Levels/ Benefits Program Menu	Signature \$75,000	Platinum \$50,000	Gold \$25,000	Silver \$15,000	Bronze \$5,000	Advocate \$1,000 to \$5,000
Advisory seat on LGHN Board of Directors	X					
Private annual event with Board of Directors	X	X				
Network/collaborate on Corporate Council	X	X	X	X	X	X
LGHN memberships	30	25	20	15	10	5
Participation on LGHN committee(s) as ex officio member	X	X	Up to 2 Committees	1 Committee	1 Committee	
Webinar presentation(s) to LGHN members related to company product	X	X	1 Presentation			
Front page logo placement on LGHN website with link to sponsor website	X	X				
Logo placement on LGHN sponsor page with link to sponsor website	X	X	X			
Logo placement on LGHN sponsor page without link to sponsor website				X	X	X
Logo placement on brochures and promotional information	X	X	X	X	X	
Access to LGHN member directory	X	X	X	X	X	X
Exclusive designation as conference signature event sponsor	X					
Prominent recognition at LGHN national events	X	X				
Recognition at LGHN regional events	X	X	X	X		



Corporate Sponsorship Levels/ Benefits Program Menu	Signature \$75,000	Platinum \$50,000	Gold \$25,000	Silver \$15,000	Bronze \$5,000	Advocate \$1,000 to \$5,000
Complimentary seats at the annual LGHN dinner	1 Table	1 Table	4-5 Seats	2 seats	2 seats	
Corporate sponsorship complimentary memberships	X	X	X	X	X	X
Limited use of LGHN logo on sponsor's website with approval	X	X	X			
Exclusive sponsor of LGHN programs (e.g., international, scholarship, career advancement)	X					
Cosponsor LGHN programs (multiple sponsors)	X	X	X	X	X	X
Biennial conference session presentation and exhibitor booth	X					
Biennial conference registration	10	6	3			
<i>Individual packages negotiable</i>	X	X	X	X	X	X

**Sponsor benefits for conferences excluded unless listed above.*



II. 2022 Corporate Sponsorship Proposed Outreach Contacts, LGHN Board and Timeframe

- Our interest is to make initial contact with these corporate sponsors
- We invite Board members to identify contacts each may have with these corporations and others
- Board members will participate in the initial ‘meet and greet’ meetings and LGHN staff will manage the “ask” and sponsorship logistics
- We ask each Board to share at least one potential corporate sponsor and participate in one initial meeting with staff in the 2022 outreach campaign

Updated September 30, 2022

Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time	Corporate Response and Notes	Status
State Farm	<ul style="list-style-type: none"> • Carlos Baia • Samantha Tavares 	June	https://www.statefarm.com/about-us/corporate-responsibility/marketing-sponsorships	NEED CONTACT Cold call email 9/1/22 And notified DEI team to respond
United Health Care	<ul style="list-style-type: none"> • Ray Gonzales • Karen 	Email 8/25 Requested \$25,000	eric_palmquist@uhc.com	Contact from 2021 conference
Amazon	<ul style="list-style-type: none"> • Karen 	Email 8/25 Requested \$15,000	Morris Saunders, Brittany saunbrit@amazon.com 303.589.8181 Goff, Hans goffhans@amazon.com	No for 2022, will reconsider in 2023 – follow up in January
Kaiser Permanente	<ul style="list-style-type: none"> • Samantha Tavares • Ramiro Inguanzo 			Need Contact



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time	Corporate Response and Notes	Status
Wells Fargo	<ul style="list-style-type: none"> Ray Gonzales Rolando Fernandez 	June	https://www.wellsfargo.com/about/corporate-responsibility/community-giving/	NEED CONTACT
Library Systems of America	<ul style="list-style-type: none"> Ramiro Salazar Other 	July		
AMERESCO	<ul style="list-style-type: none"> Karen Davis Noel Bernal 	Met 8/17. Follow up week of 8/22 after they talk to the corporate office Follow up email 8/29	gglynn@ameresco.com eporras@ameresco.com .	No for 2022; will resubmit for 2023. Follow up in January. Assisting with outreach to PAE (eng. Co.) -sent updated email re: PR on 9/20.
AECOM	<ul style="list-style-type: none"> Karen Davis 	July 24 – follow up email; emailed 8/29 & 9/21	James.chong@aecom.com (from Puerto Rico conference)	Karen status
Coke	<ul style="list-style-type: none"> Raoul Lavin Noel Bernal 	July	https://www.coca-colacompany.com/faqs/what-type-of-grants-or-requests-does-coca-cola-provide	NEED CONTACT
Pepsi	<ul style="list-style-type: none"> Marcus Steele Rolando Fernandez 	June	https://www.gopepsind.com/donations	NEED CONTACT
Toyota	<ul style="list-style-type: none"> Alejandra Lopez Samantha Tavares 	June	Alex should go through the local Toyota plant	Pending meet between Frances and Alex
NRG Energy	<ul style="list-style-type: none"> Samantha Tavares Other 	July		



Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time	Corporate Response and Notes	Status
Proctor and Gamble	<ul style="list-style-type: none"> Management Partners Other 		https://pgsupplier.com/send-your-profile	NEED CONTACT
ESRI	<ul style="list-style-type: none"> Karen Davis Other 		Coordinate with ICMA	
Ford	<ul style="list-style-type: none"> Victor Cardenas Other 			NEED CONTACT
Allstate	<ul style="list-style-type: none"> Marianna Other 			NEED CONTACT
Nike	<ul style="list-style-type: none"> Bob Harrison Other 		https://purpose.nike.com/ncif	NEED CONTACT
Intel	<ul style="list-style-type: none"> Bob Harrison Other 			NEED CONTACT
Johnson Controls	<ul style="list-style-type: none"> Bob Harrison Raoul Lavin 	Expressed interest at FCCMA conf. Ask for \$15,000 Email 8/23 & 8/29	Jesse Wright jesse.brooks.wright@jci.com 305-215-9737	Karen to contact week of 8/22; preparing proposal with Florida chapter board
Paymentus	<ul style="list-style-type: none"> Karen 	7/24 & 8/29 - follow up email & 9/21	GFOA Contact Annah Burns 704-806-3110	9/30 call with Annah and she requested new email to aburns@paymentus.com and she will share with corporate reps
Ernst & Young	<ul style="list-style-type: none"> Karen 	7/24 & 8/29 - follow up email & 9/21	GFOA Contact kathy.farrell@ey.com Kathy Farrell 212-773-9731	Left voicemail message on 9/30.
Segal	<ul style="list-style-type: none"> Karen 	7/24 & 8/29 - follow up email & 9/21	GFOA Contact jspears@segalco.com Jason Spears 312-984-8596	?



Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time	Corporate Response and Notes	Status
Loop Capital Markets LLC	• Karen	7/24 & 8/29 - follow up email & 9/21	GFOA Contact clarence.bourne@loopcapital.com Clarence Bourne 312-356-5009	?
Open Gov	• Karen	7/24 & 8/29- follow up email to ICMA contact; email 9/21	ICMA Contact janice.kim@opengov.com GFOA Contact cspiel@opengov.com Christine Spiel 215/946-1880	Follow up email sent 9/27/22
Bob Murray Associates	• Karen	7/24, 8/8, 8/29 follow up emails VM 8/22	valeriep@bobmurrayassoc.com Valerie Phillips 916-784-9080	Karen status
Peckham & McKenney	• Karen	7/24 & 8/8 follow up emails, met on 8/5. Emailed 8/22	tony@peckhamandmckenney.com Will likely give \$500 to scholarship fund	Will donate \$500 to scholarship fund
Novak Consulting Group	• Karen	7/24, 8/8 & 8/29 follow up emails	jnovak@thenovakconsultinggroup.com Julia Novak 513-221-0500	Declined
CPS HR Consulting	• Karen	7/24, 8/8 & 8/29 follow up emails 8/17 & 8/29 resent request to Pamela Derby VM 8/22	masher@cpsrh.us pderby@cpsrh.us Pamela Derby, Manager/ Executive Recruiter 916-471-3126	Karen status
Teri Black Recruiting	• Karen	7/24 & 8/8 follow up emails VM 8/22	teri@tbcrecruiting.com Teri Black 424-296-3111	Donated \$1,000
Ralph Andersen	• Karen	7/24, 8/8 & 8/29 follow up emails VM 8/22	heather@ralphandersen.com Heather Renschler 916.630.4900 ext.118 robert@ralphandersen.com Robert Burg 916.630.4900 ext.116	Karen status
US Bank	• Karen/Christine	Ask for \$25,000 Emailed 8/30 & 9/21	GFOA Contact emily.stuckmayer@usbank.com Emily Stuckmayer 612/973-0428	Follow up call 9/29.



Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time	Corporate Response and Notes	Status
Key Bank	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$25,000 Emailed 8/30 & 9/21	GFOA Contact T Palmer 510/332-1908 t@jet.events	??
Bank of America	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$25,000 Emailed 8/30 & 9/21	GFOA Contact Jeremy Cohn 646/743-0866 jeremy.cohn@bofa.com	<i>Bad phone number.</i>
Alvarez & Marsal Public Sector Services LLC	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$15,000 Emailed 8/30; 9/21 bounced back	GFOA Contact Nancy Zielke 913/548-6245 nzielke@alvarezandmarsal.com	Follow up call 9/29. Schedule a meeting next week Tuesday afternoon 10/4.
Blaylock Van LLC	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$15,000 Email bounced back 8/30 & 9/21	GFOA Contact Alice Livingston 510/208-6101 alivingston@bru-lk.com	<i>Bad email.</i>
VISA	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$25,000 Emailed 8/30 & 9/21	GFOA Contact Orson Morgan 404/201-0062 ormorgan@visa.com	Left message 9/29.
Workday	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$15,000 Emailed 8/30; 9/21 email bounced back	GFOA Contact Ashley Bobcast 916/276-8079 ashley.bocast@workday.com	<i>Bad email.</i>
JP Morgan	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$25,000 Emailed 8/30 & 9/21	GFOA Contact Chris Kim 212/272-4731 christopher.kim@jpmorgan.com	Left message 9/29.
Bronner Group	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$15,000 Emailed 8/30 & 9/21	GFOA Contact Marilyn Katzin 312/759-5101 mkatzin@bronnergroup.com	Left message 9/29.
Carr, Riggs & Ingram	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$15,000 Emailed 8/30 & 9/21	GFOA Contact Anna Strong 629/208-7110 astrong@cricpa.com	<i>Bad number.</i>



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time	Corporate Response and Notes	Status
Chandler Asset Management	• Karen/Christine	Ask for \$15,000 Emailed 8/30 & 9/21	GFOA Contact Gabrielle Eacock 858/546-3737 (she) geacock@chandlerasset.com	Left message 9/29.
Deloitte & Touche	• Karen/Christine	Ask for \$25,000 Emailed 8/30 & 9/21	GFOA Contact Allen Trousdale 312/529-6218 atruesdell@deloitte.com	<i>Bad number.</i>
Invoice Cloud	• Karen/Christine	Ask for \$15,000 Emailed 8/30 & 9/21	GFOA Contact Kelsey Carlin 781/353-2855 kcarlin@invoicecloud.com	<i>Bad number.</i>
Invalua	• Karen/Christine	Ask for \$15,000 Emailed 8/30 & 9/21	GFOA Contact Surman Raju (no phone listed) vdv@ivalua.com	<i>No number.</i>
LSL	• Karen/Christine	Ask for \$15,000 Emailed 8/30 & 9/21	GFOA Contact Jill Zozula 714/672-0022 jill.zozula@lslcpas.com	- -
Moody's	• Karen/Christine	Ask for \$25,000 Emailed 8/30 & 9/21	GFOA Contact Stacy Osborne 212/553-2790 stacy.osborne@moodys.com	Left message 9/29.
Patillo, Brown & Hill LLP	• Karen/Christine	Ask for \$15,000 Emailed 8/30 & 9/21	GFOA Contact Lindsay Meadors 254/772-4901 lindsay.meadors@pbhcpa.com	- -
PayIt	• Karen/Christine	Ask for \$15,000 Emailed 8/30 out of office until 8/31; emailed 9/21	GFOA Contact Valeri Tate 801/310-6636 vtate@payitgov.com	Left a message 9/29.
Paymerang	• Karen/Christine	Ask for \$15,000 Emailed 8/30 & 9/21	GFOA Contact Bianca Naidoo 571/451-8116 bnaidoo@paymerang.com	Left a message 9/29.



Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time	Corporate Response and Notes	Status
PFM Financial Advisors	• Karen/Christine	Ask for \$25,000 Emailed 8/30 incorrect email?	GFOA Contact Saman Agheebrahim 804/405-9309 saghaebrahim@paymerang.com	<i>Bad email.</i>
The Reporting Solution	• Karen/Christine	Ask for \$15,000 Emailed 8/30 & 9/21	GFOA Contact Tami Boal 906/273-2880 tboal@thereportingsolution.com	Left a message 9/29.
SAP Concur	• Karen/Christine	Ask for \$15,000 Emailed 8/30 & 9/21	GFOA Contact Brandi Weden 425/590-5326 brandi.weden@sap.com Emily King 703/288 6212 Emily.king@sap.com	Called Brandi. Left message 9/29.
Optimere	• Karen/Christine		Marcus Smith, Marketing Events Representative, 919 200 6157, marcus.smith@optimere.com	Left message 9/29.
ECivics	• Karen/Christine		Stefan Burden, Director of Sales 626 204 5365, sburden@ecivis.com	Left message 9/29.
Salesforce	• Karen/Christine		TYLER ALBRIGHT, MBA Sales Development Representative, Salesforce, tyler.albright@salesforce.com Direct: (312) 237-4353	Emailed and spoke with sales 9/28. Routing to development team 9/28.
TIAA	• Karen/Christine		Bill W (Orlando Cruz provided contact)	Emailed on 9/30.
SentinelOne	• Karen	Ask for \$15,000 Email 8/23 & 8/29 & 9/21	GFOA Contact Michelle Patterson 214/682-8284 michelle.patterson@sentinelone.com	Left voicemail 9/30.
TruGov (a division of TruEd)	• Karen	Ask for \$15,000 Email 8/23 & 8/29 & 9/21	GFOA Contact Shardai Williams 951/329-0405 swilliams@truedconsulting.com	Left voicemail 9/30.
Weaver	• Karen	Ask for \$15,000	GFOA Contact John Rio 972/448-6904	



Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time	Corporate Response and Notes	Status
		Email 8/23 & 8/29 & 9/21	john.rio@weaver.com	
Civic Initiatives LLC	• Karen	Ask for \$15,000 Email 8/23 & 8/29 & 9/21	GFOA Contact Christina Semeraro 786/390-2426 csemeraro@civicinitiatives.com	Meeting scheduled 10/5
Meeder Public Funds	• Karen	Ask for \$15,000 Email 8/23 & 8/29 & 9/21	GFOA Contact Jason Headings 614/760-2111 jheadings@meederinvestment.com	
Sierra-Cedar	• Karen	Ask for \$15,000 Email 8/23 & 8/29 & 9/21	GFOA Contact Brian Christenson 678/256-2112 brian.christenson@sierra-cedar.com	
Springbrook Software	• Karen	Ask for \$15,000 Email 8/23 & 8/29 & 9/21	GFOA Contact Lynn Wolting 503/446-3575 lynn.wolting@sprbrk.com	Voicemail 9/30/22
BS&A	• Karen	Ask for \$15,000 Email 8/23 & 8/29 & 9/21	GFOA Contact Kevin Schafer 517/881-6445 kschafer@bsasoftware.com	
PARS	• Karen	Ask for \$15,000 Email 8/23 & 8/29 & 9/21	GFOA Contact Maira Zepeda 949/250-1252 mzepeda@pars.org	
Third Line	• Karen	Ask for \$15,000 Email 8/23 & 8/29 & 9/21	GFOA Contact David Osborn 918/770-1735 dosborn@thirdline.io	
Central Square Technologies	• Karen	Ask for \$15,000 Email 8/23 & 8/29 & 9/21	GFOA Contact Jamie Pagels 407/304-3856 jamie.pagels@centralsquare.com	Voicemail 9/30/22 and returned call asked to schedule meeting in the next two weeks.
Clear Gov	• Karen	Ask for \$15,000	GFOA Contact Andrew Stevenson 508/494-1489	Call Monday again.



Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time	Corporate Response and Notes	Status
		Email 8/23 & 8/29 & 9/21	astevenson@cleargov.com	
Allvue, Inc.	• Karen	Ask for \$15,000 Email 8/23 & 8/29 & 9/21	GFOA Contact Shanard Starke 410-302-3409 shanard.starke@allovue.com	
GovOS	• Karen	Ask for \$15,000 Email 8/23 & 8/29 & 9/21	GFOA Contact David Tran 407/694-0543 david.tran@govos.com	
BOK Financial/Bank of Texas	• Karen/ Frances	Ask for \$15,000 Email 8/23 8/29 & 9/21 email bounced back	GFOA Contact Abby Fuerst (no phone number) afuerst@vladimirjones.com	Karen to follow up
Florida Public Utilities	• Karen	Contact from FCCMA Ask for \$15,000 Email 8/23 & 8/29	Ramiro "RJ" Sicre rsicre@fpuc.com 561-601-6311	Will reconnect to ask support for Florida chapter
LSN Partners	• Karen	Contact from FCCMA Ask for \$15,000 Email 8/23 & 8/29	Pratima Raju praju@LSNpartners.com 513-289-4464	Will reconnect to ask support for Florida chapter



Saturday, 9/17	Sunday, 9/18	Monday, 9/19	Tuesday, 9/20	Wednesday, 9/21
<p>AM</p> <ul style="list-style-type: none"> Set up LGHN booth #305 from 8:00 am to 5:00 pm 	<p>AM</p> <ul style="list-style-type: none"> Mental health services and new ways to provide public safety response (Marcus Steele, moderator) from 9:15 am to 10:45 am Affiliate leaders meeting (Samantha Tavares) from 10:30 am to 11:30 am 	<p>AM</p> <ul style="list-style-type: none"> LGHN booth open 	<p>AM</p> <ul style="list-style-type: none"> NFBPA Breakfast 7 am (ticketed event) Christine, Sam, Matt, Noel, and Marcus LGHN booth open 	<p>AM</p> <ul style="list-style-type: none"> Intersection of equity and sustainability (Matt Rivera, moderator) from 8:15 am to 9:45 am
<p>PM</p> <ul style="list-style-type: none"> Institutionalizing diversity, equity, and inclusion into the culture of your organization (Matt Rivera, panelist) from 1:30 pm to 3:00 pm 	<p>PM</p> <ul style="list-style-type: none"> Exhibit hall and LGHN booth opens at 4:30 pm through 6:30 pm LGHN annual awards dinner (ticketed event) at Le Meridian from 6:00 pm to 9:00 pm (Samantha Tavares, Orlando Cruz, and Marcus Steele) 	<p>PM</p> <ul style="list-style-type: none"> LGHN booth through 4:30 pm Women's lunch (Samantha Tavares, panelist) Fostering civility effectively during dynamic times with appointed and elected officials (Christine Butterfield, moderator and Noel Bernal, panelist) from 1:15 pm to 2:45 pm Local Government Big Thinkers - Equity Toolkit Subgroup (Marcus Steele) from 1:15 pm-2:15 pm Affiliates' reception at the Hyatt from 5:00 pm to 7:00 pm (All) 	<p>PM</p> <ul style="list-style-type: none"> LGHN booth open through 3:00 pm close and pack up Conversations with ICMA affiliate leaders (Robert Donnan with ICMA, moderator and Samantha Tavares) from 2:30 pm to 3:30 pm CANCELLED Policing in 2022 and how communities are delivering positive outcomes from 3:15 pm to 4:45 pm 	<p>PM</p>

Updated September 12, 2022



LGHN Talking Points at ICMA Committee Work Plan and Updates Board of Director’s Meeting October 2022

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 10/5/22
<p>A. Executive Committee Chair - Raymond Gonzales – <i>Staff support from Christine</i></p> <ol style="list-style-type: none"> 1. LGHN values and process to confirm alignment by third-party contractors 2. Explore partnerships with other organizations and build relationships 3. Better define relationships with and opportunities for participating in programs offered by LGHN affiliates (NFBPA, I-NAPA, NACA, GFOA). 4. Create a master calendar of affiliate activities. 5. Review terms of ICMA affiliate agreement and establish expectations of ICMA 6. Set time and develop agenda for leadership meeting with ICMA 7. Update Board commitment forms 8. Recommendations for <i>emerging leaders award</i> <ul style="list-style-type: none"> • Regular meeting: As needed basis 	<ul style="list-style-type: none"> • Review and update values and mission statement (at the fall 2022 Board retreat) • Better define LGHN relationship with affiliates and invite the presidents of each organization and establish a regular meeting to catalyze collaborative efforts (Bob, Ray, and Ramiro) • Create a plan including key messages to meet with ICMA leaders spring 2022 and at the conference 9/17-22/22 • Collaborate with ICMA to create master calendar • Victor will work with the ICMA Board regarding commitments to LGHN • Review the Board commitments 2/22 meeting 	<ul style="list-style-type: none"> • N/A

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 10/5/22
<p>B. Professional Development Committee Chair - Ramiro Inguanzo – <i>Staff support from Christine</i></p> <ol style="list-style-type: none"> 1. Negotiate new training programs with SGR 2. Identify topics for 2022 webinars 3. Reach out to LGHN chapters to assist with regional in-person training and networking sessions 4. Identify affiliate events that will include LGHN sponsored sessions <ul style="list-style-type: none"> • Regular meeting time: Third Tuesday of every month at 9 am PT i. PDC Conference Planning Subcommittee. Finalize 2023 LGHN Conference location, dates and recruit a “host” committee. Review conference planning responsibilities and establish working schedule for the planning process. Recruit LGHN members to assist and serve on the conference planning committee. Identify potential sponsors for 2023 conference. Regular meeting time: April 28, 2022 		<ol style="list-style-type: none"> 1. ICMA accepted eight affiliate session proposals <ul style="list-style-type: none"> • Institutionalizing diversity, equity, and inclusion into the culture of your organization, NACA lead • Mental health services and new ways to provide public safety response, LGHN lead • Affiliates’ leaders meeting • Policing in 2022 and how communities are delivering positive outcomes, I-NAPA lead • Intersection of Sustainability and DEI, LGHN lead • Fostering civility effectively during dynamic times with appointed and elected officials, LGHN lead • Conversation with ICMA Affiliate Leaders, ICMA lead • Great resignation – Women’s Lunch, NACA lead 2. 2023 ICMA affiliate session planning to start in October 2022 3. Biennial Conference - Orlando, FL, and span 11/1/23 – 11/4/23 (Wednesday through Saturday) <u>Themes</u>

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 10/5/22
		<p>Connect, collaborate, ...succeed! <u>Tracks and Sessions</u> Expanding borders Smash the “glass ceiling” Leadership lessons and ethics Regionalism best practices Identity issues and related topics International session – one concurrent in each time block IBTS AECOM</p> <p>Grow your community culture Community engagement Civility and crucial community conversations (ethics) What’s stopping YOU? Cultivating your organization’s talent: succession planning Promote Hispanic Heritage in your community and organization Building community inclusivity</p> <p>When diversity is under attack, what’s next? Discuss and present LGHN’s DEI policy and explore how communities are navigating state law compliance TBD</p> <p>Innovate and reinvent! Sustainability IBTS, AECOM (transport drones)</p>

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 10/5/22
		<p>Affordable housing – new approaches (LIFT/purpose-built communities in Orlando – <i>site visit</i>) SMART cities (panel) Personal professional development and innovating/reinventing ourselves – encore opportunities ASU/ICMA/NFBPA</p> <p>4. Annual Membership Meeting and Board Retreat: November 4-5, 2022, in Chicago, IL 11/4 – 9:00 am to 7:00 pm CT 11/5 – 8:30 am to 2:00 pm CT</p>
<p>C. Career Development Committee Chair (and Vice President for Career Development) – Gricelda Estrada – Staff support from Christine</p> <ol style="list-style-type: none"> 1. Kick off revised Madrinas y Padrinos coaching program. Upcoming check-ins March 1, May 24, and celebration this summer 2. Create strategy for youth/student engagement 3. Outreach to executive search firms for assistance with interview skills, resume writing, etc. 4. Foster university partnerships (John J College, NY; Maxwell School; ICMA Fellows; University of San Francisco and Monica Hudson) 	<ul style="list-style-type: none"> • Successful launch of new structured mentorship program. More about program results summer 2022. Likely grow the toolbox to support the program. • Consider offering professional assessment tools through the Madrinas y Padrinos program (and Matt, Noel, Victor, and Carlos volunteered to assist) • Create similar structured program for youth through 2022. Set up meeting with youth and universities to build a pipeline of new professionals 	<ol style="list-style-type: none"> 1. Survey sent to participants the week of 8/29. Results available in November 2022. 2. Program kickoff January 2023

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 10/5/22
<p>5. Engage more Board members to serve as mentors</p> <ul style="list-style-type: none"> • Regular meeting time: Every other week September through June 		
<p>D. Membership Committee Chair and Vice Chair – Bob Harrison and Marcus Steele – Staff support from Karen</p> <ol style="list-style-type: none"> 1. Kick off joint membership drive with ICMA <ol style="list-style-type: none"> a. Target membership outreach to Hispanic City managers b. Target membership outreach to state associations to establish partnerships 2. Track membership growth and report regularly to the LGHN board 3. Work with NACA to increase County membership 4. Pursue new regional chapters and set priorities for 2022 (See tools on the LGHN website.) <ul style="list-style-type: none"> • Regular meeting time: Second Friday of the month at 8:30 am PT <ol style="list-style-type: none"> i. Chapters Advisory Subcommittee Chair – Marcus Steele. Establish advisory committee in conjunction with LGHN chapter representatives. Develop plan to engage chapters on an ongoing basis. Create a chapter recognition program. Regular 	<ul style="list-style-type: none"> • Working with ICMA on joint membership drive to recruit new members to LGHN • Collaborating with local government state chapters has been an effective method to build membership (and NACA) • Building regional chapters where we have advocates. Targets include Chicago, CO/NM (Matt), Washington (Bob), Florida (Raoul/Ramiro), Columbus, OH, Miami/Dade, and future conference locations, etc. • Matt asked to join the committee. • Each chapter should appoint a member to the Chapters Advisory Subcommittee 	<p><u>Formation Targeted in 2022</u></p> <ol style="list-style-type: none"> 1. Florida Chapter: Raoul Lavin agreed to chair the new chapter. Anticipate LGHN affiliation by end of third quarter. 2. Bexar County/San Antonio, TX Chapter: Developing a blueprint to establish Bexar County regional chapter. Exploring admin support – may provide through San Antonio Library Department for first year. Will also explore partnering with Austin region for regional chapter. Expect affiliation by end of 2022. 3. Austin, TX Chapter: Reorganizing and transitioning to a regional chapter. 4. Colorado Chapter: Finalize volunteer board. Kick-off mixer tentative in this month with first event in the spring. Adams County, CO may serve as administrative lead; also exploring CCCMA and Latino Leadership Institute.

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 10/5/22
<p>meeting time: Quarterly on the third Friday at 8:30 am PT</p>		<p>Affiliate status in by end of third quarter.</p> <ol style="list-style-type: none"> 5. Washington Chapter: Finalize bylaws in the fall. 6. Illinois Chapter: Finalized bylaws and board appointments in August 2022. ILCMA proposed that IL-LGHN request affiliate status at the state level in this fall. 7. Western Michigan Chapter: In addition to Grand Rapids, members plan to increase the number of jurisdictions participating in the chapter. Jane Bias DiSessa (Lansing) assisting. First phase of expansion should be complete by end of 2022. <p><u>Target Formation in 2023</u></p> <ol style="list-style-type: none"> 1. New Mexico Chapter: Spring 2. Potential Washington, DC Metro Chapter 3. California Chapter(s): Considering multiple chapters. First chapter to focus on NorCal in both the East Bay and South Bay.
<p>E. Marketing and Communications Committee Co-Chairs – Samantha Tavares – Staff support from Christine and Senior Management Analyst</p> <ol style="list-style-type: none"> 1. Develop/improve social media plan 	<ul style="list-style-type: none"> • Social media communications are an opportunity that we can grow 	<ol style="list-style-type: none"> 1. Committee preparing strategic communications draft for Board review in the fall.

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 10/5/22
<ol style="list-style-type: none"> 2. Develop communications and marketing strategy and branding 3. Assist with organizing posted/recorded webinars and training sessions. 4. Social media tracking (Latino leadership institute offers a good model/Denver University) 5. Update the LGHN website <ul style="list-style-type: none"> • Regular meeting time: Fourth Thursday of the month at 10 am PT/1 pm ET 	<ul style="list-style-type: none"> • Invite members with communications skills join and lead the committee (Bob to invite mentee from City of Reno) • Include co-chair in the call for committees • Tap youth/MPA students/university partnerships for interns to assist 	<ol style="list-style-type: none"> 2. Survey being developed and administered in the fall to gather input from members about how best to communicate and share LGHN information.
<p>F. Scholarships and Fund Development Committee Chair - Rolando Fernandez – Staff support from Karen and Christine as needed</p> <ol style="list-style-type: none"> 1. Discuss funding assistance from ICMA 2. Review LGHN value statement (focus on ROI) for potential sponsors and market DEI expertise/resources 3. Update sponsor packet with sponsorship options (options include voting membership, review affiliate practices, programming, conference presentations) 4. Develop strategy (using the LGHN financial forecast 2022-2025) for sponsor outreach 5. Establish working group of retired LGHN members to assist with the “ask” 	<ul style="list-style-type: none"> • 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.) • Develop sponsor’s value statement (Noel to join) • Consider creating an endowment policy and/or benchmark • Reach out to state associations to grow the endowment/fund development/marketing (Noel – TCM, Rolando – Austin) • Board commitments include donating to the LGHN scholarship fund 	<ol style="list-style-type: none"> 1. Corporate campaign underway and spanning the summer and early fall 2022. 2. Meeting with Mission Square on 7/5 – agreed to signature level sponsorship for 2023. 3. Sponsorship outreach underway in IL for annual membership meeting.

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 10/5/22
<ul style="list-style-type: none"> Members include Frances Gonzales, Matt Rivera, Noel Bernal, Ray Gonzales, Orlando Cruz, and United Health Care Representative Regular meeting time: TBD 		
<p>G. International Committee Chair - Noel Bernal – <i>Staff support from Karen transition to Christine summer 2022</i></p> <ol style="list-style-type: none"> Develop structure for training programs Adapt training materials from ICMA credentialing program (adapt program to meet the needs of early to mid-career development professionals) Short-term: Use PowerPoint format to adapt and translate training modules Long-term: Complete translations of the ICMA materials that were identified for Puerto Rico Invite LGHN members to create case studies in line with the training structure Market the training opportunities <ol style="list-style-type: none"> Outreach to potential trainers from LGHN membership and survey administered in 2022 (<i>must be Spanish speakers</i>) Market to Puerto Rican jurisdictions Administer/conduct training Finalize “certification” process 	<ul style="list-style-type: none"> Programming will kick off with Puerto Rico in partnership with ICMA LGHN members will be surveyed to participate and must speak Spanish April 2022 Puerto Rico Conference will include two LGHN Board members and included in 2022 budget 	<ol style="list-style-type: none"> International Committee to augment current staff budget and implement training. The training may include webinars, mentoring one-on-one and include training partners. New collaboration discussions underway with IBTS to grow the LGHN network and shape training and development of local government professionals in Spanish speaking countries. Continuing to collaborate with ICMA international global training program as a long-term solution. However, LGHN will proceed independently now to develop programming that meets new member/chapter needs. Next, reschedule standing meeting day and time to discuss strategic priorities for the committee in 2023.

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 10/5/22
<ul style="list-style-type: none"> Regular meeting time: First Wednesday of the month at noon PT 		
<p>F. Nominations Committee – Chair and committee appointed by the President - Staff support from Karen and Christine</p> <ol style="list-style-type: none"> Email members regarding interest in serving and recommendations – 30 days required (<i>May/June</i>) Close member submittals – <i>June</i> Review submittals and conduct interviews (<i>June/July</i>) Board approval at the <i>July or August</i> board meeting Issue ballots – 15 days minimum for voting, at least 30 days before the annual meeting (<i>August</i>) Close ballots – typically 30 days (<i>September</i>) Annual membership meeting (<i>October</i>) <ul style="list-style-type: none"> Meeting times determined by bylaws and date of annual membership meeting 	<ul style="list-style-type: none"> Include on the April Board meeting agenda 	