



Advancing Excellence and Inclusiveness in Local Government

Agenda
September 9, 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 August 5, 2022*
2. Board Meeting Attendance Report for 2022/2021*
3. Financial Reports through September 2022*

C. DISCUSSION/APPROVAL:

1. Diversity, Equity, and Inclusion Policy*

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 from 8:30 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. Review and Update LGHN Bylaws
 - d. Review, Discuss and Update 2023 Workplan

E. Informational Items

1. Review and Discuss Committee Updates*

F. Future Board Meeting Agenda Items

1. Management Partners Contract Amendment

G. 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 From 5 to 7 pm*
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)*

*Supporting documents provided in board packet

8. Friday, December 2, 2022 – LGHN Board Meeting
9. Friday, January 6, 2023 – LGHN Board Meeting

*Supporting documents provided in board packet



Local Government Hispanic Network

Board Meeting Summary of August 5, 2022

Board Members in Attendance: Samantha Tavares (President-Elect), Rolando Fernandez (Past-President), Ramiro Inguanzo, Ramiro Salazar, Marcus Steele, Matt Rivera, Gricelda Estrada, Raoul Lavin, Carlos Baia, Mariana Bojorquez, Alejandra Lopez, Gabriel Rodriguez, and Victor Cardenas

Board Members Absent: Raymond Gonzales (President), Bob Harrison, Noel Bernal, Ramón Pérez-Goizueta

LGHN Staff: Karen Davis

1) Call to Order/Roll Call/Welcome

President-Elect Samantha Tavares called the meeting to order at 9:05 am PT.

2) Approval: Consent Agenda

1. Minutes for Board Meeting of July 8, 2022
2. Board Meeting Attendance Report for 2021/2022
3. Financial /reports through August 1, 2022
4. *Board Approves via Email a Commitment to Collaborate with IBTS in their Department of Energy RACER Program Application on July 20, 2022*

Motion to approve by Raoul Lavin.

Seconded by Ramiro Salazar.

Unanimously approved.

C. Discussion/Approval: Annual Membership Agenda and Registration Rates

The board reviewed the preliminary agenda and registration rates for the annual meeting on November 4, 2022 in Chicago. The board discussed whether the board should pay individually for the registration and determined that they should pay to recover LGHN costs.

Motion to approve by Carlos Baia.

Seconded by Ramiro Salazar.

Unanimously approved.

D. Discussion: Corporate Sponsorship and Campaign Status

Karen reviewed the list of companies and reported that GFOA provided a list of their sponsors who are being contacted to support LGHN. Also, the annual membership meeting in Chicago offers additional opportunities for fundraising. Staff will provide an update at the September board meeting.

Discussion: Committee Updates

- **The Career Development Committee** reported that they conducted an exit session that provided suggested improvements for future sessions. Participant feedback from the 2021-2022 session was positive. The committee is working similar programs to engage students and executive local government leaders.



Local Government Hispanic Network

- **The Membership Committee** reported that the Florida organizing group has approved their board and bylaws. They will begin recruiting in September. Other chapter reports include:
 - San Antonio/Bexar County and the Austin chapter are in discussion about a regional chapter
 - Colorado is moving toward establishing their chapter by the end of the year
 - Washington has a meeting scheduled in September to discuss the status of their chapter
- **The Communications Committee** has been working to provide feedback on the LGHN website and working on a social media plan. Staff support is necessary to stay on top of social media.

E. Information Items: DEI Policy

The committee is working to get feedback from the membership. Their goal is to finalize in September, but Rolando Fernandez said that may be ambitious.

F. Future Board Meeting Agenda Items

G. Adjournment & Future Meeting Dates

1. Management Partners Contract Amendment (October Board Meeting)

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				
Samantha Tavares	Present	Absent	Present	Present	Present	Present	Present	Present				
Rolando Fernandez	Present	Present	Present	Present	Present	Present	Present	Present				
Bob Harrison	Present	Absent	Present	Present	Present	Absent		Absent				
Ramiro Inguanzo	Present	Present	Present	Present	Present	Present	Present	Present				
Gricelda Estrada	Present	Present	Absent	Absent/ NFBPA	Absent	Absent	Present	Present				
Carlos Baia	Present	Present	Present	Present	Absent	Absent	Present	Present				
Noel Bernal	Present	Absent/ NFBPA	Present	Present	Absent	Present	Absent	Absent				
Mariana Bojorquez	Absent	Present	Present	Present	Present	Present	Present	Present				
Alejandra Lopez						Present	Present	Present				
Raoul Lavin	Present	Present	Absent	Present	Present	Absent/ Florida CMA	Present	Present				
Ramón Pérez-Goizueta	Present	Absent	Present	Absent	Present	Present	Present	Absent				
Ramiro Salazar	Absent	Present	Absent	Absent	Absent	Present	Present	Present				
Marcus Steele	Absent	Present	Present	Present	Present	Absent	Absent	Present				
Matt Rivera	Present	Present	Present	Absent	Present	Present	Present	Present				
Victor Cardenas – ICMA	Present	Present	Present	Present	Present	Present	Present	Present				
Gabriel Rodriguez- NACA	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

Local Government Hispanic Network Profit & Loss Budget vs. Actual

January through August 2022

	<u>Jan - Aug 22</u>	<u>Budget</u>
Ordinary Income/Expense		
Income		
43400 · Direct Public Support		
43455 · Corporate Support	50,500.00	65,000.00
43457 · Scholarship	2,430.00	
Total 43400 · Direct Public Support	<u>52,930.00</u>	<u>65,000.00</u>
46400 · Other Types of Income		
46410 · Advertising Sales	47,550.00	75,000.00
46430 · Miscellaneous Revenue	76.00	475.00
Total 46400 · Other Types of Income	<u>47,626.00</u>	<u>75,475.00</u>
47200 · Program Income		
47230 · Membership Dues		
47231 · Chapters	18,300.00	40,500.00
47232 · Corporate	1,200.00	2,000.00
47233 · Individual	3,358.33	4,500.00
47234 · Local Government	18,750.00	20,000.00
47236 · Membership Discounts	50.00	
Total 47230 · Membership Dues	<u>41,658.33</u>	<u>67,000.00</u>
47270 · LGHN Dinner Registrations	2,025.00	4,000.00
47271 · LGHN Dinner Sponsorships	0.00	1,000.00
Total 47200 · Program Income	<u>43,683.33</u>	<u>72,000.00</u>
49000 · Special Events Income		
49010 · Special Events Contributions	1,000.00	2,500.00
Total 49000 · Special Events Income	<u>1,000.00</u>	<u>2,500.00</u>
Total Income	<u>145,239.33</u>	<u>214,975.00</u>
Gross Profit	145,239.33	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	1,828.90	2,100.00
Total 60900 · Business Expenses	<u>1,934.31</u>	<u>2,450.00</u>
62100 · Contract Services		
62110 · Accounting Fees	0.00	1,100.00
62150 · Outside Contract Services	106,010.50	100,000.00
Total 62100 · Contract Services	<u>106,010.50</u>	<u>101,100.00</u>
65000 · Operations		
Computer Software	1,486.27	1,000.00
65020 · Postage, Mailing Service	375.21	50.00
65030 · Printing and Copying	545.85	250.00
65040 · Supplies	0.00	50.00
65050 · Telephone, Telecommunications	1,570.99	2,050.00
65060 · Website	8,662.18	12,000.00
Total 65000 · Operations	<u>12,640.50</u>	<u>15,400.00</u>

Local Government Hispanic Network Profit & Loss Budget vs. Actual January through August 2022

	<u>Jan - Aug 22</u>	<u>Budget</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	500.00	4,000.00
65120 · Insurance - Liability, D and O	905.00	900.00
65140 · Contributions	1,500.00	6,000.00
65160 · Other Costs	1,208.28	500.00
65180 · Special Events	0.00	5,000.00
65185 · Program Activities		
Catering	4,000.00	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>4,000.00</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>9,480.01</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>130,065.32</u>	<u>161,200.00</u>
	<u>15,174.01</u>	<u>53,775.00</u>

Local Government Hispanic Network
Account Listing
September 7, 2022

Account	Balance Total
10000 · US Bank - checking	91,288.41
10000 · US Bank - checking:Conference Cash AHLN	6,639.28
10000 · US Bank - checking:Frances Gonzalez Scholarship	12,886.56
10000 · US Bank - checking:Joel Valdez	428.03
10000 · US Bank - checking:LGHN Conference	24,649.21
10000 · US Bank - checking:Operating Cash	23,488.12
10000 · US Bank - checking:Operating Reserves	23,345.35



Diversity, Equity, and Inclusion Policy

Updated September 6, 2022

WHAT

As members of the **Local Government Hispanic Network** (LGHN), we adhere to our organizational mission and objectives. In addition, we abide by the ICMA Code of Ethics, serve all members, facilitate representative governance, and are guided by the principles of servant leadership. Moreover, we embrace, encourage, and respect our members' differences in age, color, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our members unique.

LGHN's members believe that a core function of the organization is to provide tools, resources, and training to build local governments and our members' capacity and competency to deliver high-quality community outcomes with compassion and empathy by aligning our performance with our commitment to diversity, inclusion, and equity. We define these terms as follows:

- **Diversity.** We recognize and honor individual differing interests, values, experiences, knowledge, and strengths and see them as a critical asset

to our vocation and the delivery of meaningful results to our members and the communities we serve.

- **Equity.** As public servants, we define equity as the quality of being just, leveling the playing field, creating shared **opportunities**, advantage, consideration, or latitude to all parties.
- **Inclusion.** Our association defines inclusion as the purposeful intent to embrace all people, including those who may be excluded or marginalized by race, gender identity, sexual orientation, ability, national origin, political affiliation, and other characteristics that make our members unique.

WHY

LGHN is committed to fostering, cultivating, and preserving a culture of diversity, inclusion, and equity in all aspects of our work. The collective sum of each of our differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talents that our members invest in their communities and our organization represents our culture, reputation, mission, and results.

HOW

LGHN will provide opportunities for member training and dialogue to facilitate our members shared learning and development, including:

- Provide and support cultural competency and unconscious bias workshops.
- Share tools and techniques to facilitate member learning, growth, curiosity, and development.
- Distribute a member commitment statement.
- Engage service providers and affirm their dedication to diversity, equity and inclusion aligned with LGHN's commitment.
- Assist members to identify resources to facilitate cultural competency dialogues in a safe place and community engagement.
- **Practice diversity, equity, and inclusion individually as well as explore new ways to become an ally within our communities and organizations that we serve and agencies and affiliates of ICMA.**



Diversity, Equity, and Inclusion Policy
DRAFT Implementation Plan
Updated August 22, 2022

HOW

LGHN will provide opportunities for member training and dialogue to facilitate our members shared learning and development, including:

- Providing or supporting cultural competency and unconscious bias workshops;
- Sharing tools and techniques to facilitate member learning, growth, and development;
- Distributing a member commitment statement;
- Engaging service providers and affirm their dedication to diversity, equity and inclusion aligned with LGHN's commitment;
- Assisting members to identify resources to facilitate cultural competency dialogues in a safe place and community engagement; and
- Practice diversity, equity, and inclusion individually as well as explore new ways to become an ally within our community and organizations that we serve and agencies and affiliates of ICMA.

Goal One: Support cultural competency (unconscious bias) and offer **workshops to members**

Actions	Owner	Timeframe
<p>1. Develop a panel workshop/presentation (LGHN members and their community members) and partner with local government associations and leverage the leadership perspective and variety of strategies to implement programing and organization culture changes</p> <ul style="list-style-type: none"> • NFBPA • I-NAPA • CivicPride • NACA • Women Leading Government • Size of jurisdiction • Include outcomes and key performance metrics • Include participant survey to inform the Board and frame engagement during the session 		
<p>2. Identify, secure, and share assessment tools to assess individual core competencies align through an equity lens (continue to leverage corporate sponsors to assist)</p>		
<p>3. Host cultural events at the regional and biennial conferences</p>		
<p>4. Administer DEI member survey to learn how individuals are serving organizations and community members</p>		

Goal Two: Gather DEI case studies, best practices, tools, and techniques to **enhance the LGHN website/webpage** for members and nonmembers to access

Actions	Owner	Timeframe
<p>1. Identify, secure, and share organization assessment tools (i.e., reduce barriers to MBE/WBE/DBE) similar to the City of Austin, TX in partnership with the University of TX</p> <ul style="list-style-type: none"> • Recorded webinar • Tools and templates 		

<ul style="list-style-type: none"> • DEI action plan • Explore demographic alignment 		
2. Create webpage including the policy and best practice links along with Biennial conference award winners		
3. Create phasing/array of program tools <ul style="list-style-type: none"> • Definition of terms • Program types • Related tools • Metrics/outcomes 		
4. Develop tools by local government functions <ul style="list-style-type: none"> • CMO (organization (mission, vision, and values), performance expectations/reviews) • HR • Finance • PW • CD • Demographic alignment 		
5. Gather tools and share with members how communities are assessing community needs and interests of vulnerable and disadvantaged community members <ul style="list-style-type: none"> • Community member assessment of needs • Develop plan • Propose for inclusion in the local government budgeting process • Include outcomes and key performance metrics • Tallahassee, FL; Vallejo, CA; Miami/Dade Co, FL; other 		
6. Collect and share case studies in jurisdiction developing and applying best practices (and add links to the LGHN website)		
7. Add an award to the Biennial Conference: <i>Diversity, Inclusion and Equity Award</i> (jurisdiction and individual)		

Goal Three: Share, circulate and **enroll members** in the new policy

Actions	Owner	Timeframe
<p>1. New member packet</p> <ul style="list-style-type: none"> • Members complete commitment statement • Engage the Board in facilitated DEI workshop at the annual Board retreat • Require periodic DEI workshops (conduct at annual membership meeting, biennial conference, webinar, recorded videos) • Other 		



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 Policing in 2022 and how communities are delivering positive outcomes from 3:15 pm to 4:45 pm 	<p>PM</p>

Updated September 6, 2022



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 now through June 30
- 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 August 30, 2022

Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time (June and July)	Corporate Response and Notes	Status
State Farm	<ul style="list-style-type: none"> • Carlos Baia • Samantha Tavares 		https://www.statefarm.com/about-us/corporate-responsibility/marketing-sponsorships	NEED CONTACT
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	Contact from 2021 conference. Acknowledged receipt, Under consideration
Kaiser Permanente	<ul style="list-style-type: none"> • Samantha Tavares • Ramiro Inguanzo 			NEED CONTACT
Wells Fargo	<ul style="list-style-type: none"> • Ray Gonzales • Rolando Fernandez 		https://www.wellsfargo.com/about/corporate-responsibility/community-giving/	NEED CONTACT



Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time (June and July)	Corporate Response and Notes	Status
Library Systems of America	<ul style="list-style-type: none"> Ramiro Salazar Other 			NEED CONTACT
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 .	
AECOM	<ul style="list-style-type: none"> Karen Davis 	July 24 – follow up email; emailed 8/29	James.chong@aecom.com (from Puerto Rico conference)	
Coke	<ul style="list-style-type: none"> Raoul Lavin Noel Bernal 		https://www.coca-colacompany.com/faqs/what-type-of-grants-or-requests-does-coca-cola-provide	
Pepsi	<ul style="list-style-type: none"> Marcus Steele Rolando Fernandez 		https://www.gopepsind.com/donations	
Toyota	<ul style="list-style-type: none"> Alejandra Lopez Samantha Tavares 		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 			NEED CONTACT
Proctor and Gamble	<ul style="list-style-type: none"> Management Partners Other 		https://pgsupplier.com/send-your-profile	
ESRI	<ul style="list-style-type: none"> Karen Davis Other 		Coordinate with ICMA	NEED CONTACT
Ford	<ul style="list-style-type: none"> Victor Cardenas Other 			NEED CONTACT



Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time (June and July)	Corporate Response and Notes	Status
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
Paymentus	<ul style="list-style-type: none"> Karen 	7/24 & 8/29 - follow up email	GFOA Contact aburns@paymntus.com Annah Burns 704-806-3110	
Ernst & Young	<ul style="list-style-type: none"> Karen 	7/24 & 8/29 - follow up email	GFOA Contact kathy.farrell@ey.com Kathy Farrell 212-773-9731	
Segal	<ul style="list-style-type: none"> Karen 	7/24 & 8/29 - follow up email	GFOA Contact jspears@segalco.com Jason Spears 312-984-8596	
Loop Capital Markets LLC	<ul style="list-style-type: none"> Karen 	7/24 & 8/29 - follow up email	GFOA Contact clarence.bourne@loopcapital.com Clarence Bourne 312-356-5009	
Open Gov	<ul style="list-style-type: none"> Karen 	7/24 & 8/29- follow up email to ICMA contact	ICMA Contact janice.kim@opengov.com GFOA Contact cspiel@opengov.com Christine Spiel 215/946-1880	
Bob Murray Associates	<ul style="list-style-type: none"> Karen 	7/24, 8/8, 8/29 follow up emails VM 8/22	valeriep@bobmurrayassoc.com Valerie Phillips 916-784-9080	



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time (June and July)	Corporate Response and Notes	Status
Peckham & McKenney	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Karen 	7/24, 8/8 & 8/29 follow up emails	jnovak@thenovakconsultinggroup.com Julia Novak 513-221-0500	Declined
CPS HR Consulting	<ul style="list-style-type: none"> Karen 	7/24, 8/8 & 8/29 follow up emails 8/17 & 8/29 resent request to Pamela Derby VM 8/22	masher@cpshr.us pderby@cpshr.us Pamela Derby, Manager/ Executive Recruiter 916-471-3126	
Teri Black Recruiting	<ul style="list-style-type: none"> Karen 	7/24 & 8/8 follow up emails VM 8/22	teri@tbcrecruiting.com Teri Black 424-296-3111	Donated \$1,000
Ralph Andersen	<ul style="list-style-type: none"> 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	
US Bank	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$25,000 Emailed 8/30	GFOA Contact emily.stuckmayer@usbank.com Emily Stuckmayer 612/973-0428	
Key Bank	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$25,000 Emailed 8/30	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	GFOA Contact Jeremy Cohn 646/743-0866 jeremy.cohn@bofa.com	
Alvarez & Marsal Public	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$15,000 Emailed 8/30	GFOA Contact Nancy Zielke 913/548-6245 nzielke@alvarezandmarsal.com	



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time (June and July)	Corporate Response and Notes	Status
Sector Services LLC				
Blaylock Van LLC	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$15,000 Email bounced back 8/30	GFOA Contact Alice Livingston 510/208-6101 alivingston@bru-lk.com	
VISA	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$25,000 Emailed 8/30	GFOA Contact Orson Morgan 404/201-0062 ormorgan@visa.com	
Workday	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$15,000 Emailed 8/30	GFOA Contact Ashley Bobcast 916/276-8079 ashley.bocast@workday.com	
JP Morgan	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$25,000 Emailed 8/30	GFOA Contact Chris Kim 212/272-4731 christopher.kim@jpmorgan.com	
Bronner Group	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$15,000 Emailed 8/30	GFOA Contact Marilyn Katzin 312/759-5101 mkatzin@bronnergroupp.com	
Carr, Riggs & Ingram	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$15,000 Emailed 8/30	GFOA Contact Anna Strong 629/208-7110 astrong@cricpa.com	
Chandler Asset Management	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$15,000 Emailed 8/30	GFOA Contact Gabrielle Eacock 858/546-3737 geacock@chandlerasset.com	
Deloitte & Touche	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$25,000 Emailed 8/30	GFOA Contact Allen Trousdale 312/529-6218 atruesdell@deloitte.com	
Invoice Cloud	<ul style="list-style-type: none"> Karen/Christine 	Ask for \$15,000 Emailed 8/30	GFOA Contact Kelsey Carlin 781/353-2855	



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time (June and July)	Corporate Response and Notes	Status
			kcarlin@invoicecloud.com	
Invalua	• Karen/Christine	Ask for \$15,000 Emailed 8/30	GFOA Contact Surman Raju (no phone listed) vdv@ivalua.com	
LSL	• Karen/Christine	Ask for \$15,000 Emailed 8/30	GFOA Contact Jill Zozula 714/672-0022 jill.zozula@lslcpas.com	
Moody's	• Karen/Christine	Ask for \$25,000 Emailed 8/30	GFOA Contact Stacy Osborne 212/553-2790 stacy.osborne@moodys.com	
Patillo, Brown & Hill LLP	• Karen/Christine	Ask for \$15,000 Emailed 8/30	GFOA Contact Lindsay Meadors 254/772-4901 lindsay.meadors@pbhccpa.com	
PayIt	• Karen/Christine	Ask for \$15,000 Emailed 8/30	GFOA Contact Valeri Tate 801/310-6636 vtate@payitgov.com	
Paymerang	• Karen/Christine	Ask for \$15,000 Emailed 8/30	GFOA Contact Bianca Naidoo 571/451-8116 bnaidoo@paymerang.com	
PFM Financial Advisors	• Karen/Christine	Ask for \$25,000 Emailed 8/30	GFOA Contact Saman Agheebrahim 804/405-9309 saghaebrahim@paymerang.com	
The Reporting Solution	• Karen/Christine	Ask for \$15,000 Emailed 8/30	GFOA Contact Tami Boal 906/273-2880 tboal@thereportingsolution.com	
SAP Concur	• Karen/Christine	Ask for \$15,000 Emailed 8/30	GFOA Contact Brandi Weden 425/590-5326 brandi.weden@sap.com Emily King 703/288 6212 Emily.king@sap.com	



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time (June and July)	Corporate Response and Notes	Status
SentinelOne	<ul style="list-style-type: none"> Karen 	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact Michelle Patterson 214/682-8284 michelle.patterson@sentinelone.com	
TruGov (a division of TruEd)	<ul style="list-style-type: none"> Karen 	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact Shardai Williams 951/329-0405 swilliams@truedconsulting.com	
Weaver	<ul style="list-style-type: none"> Karen 	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact John Rio 972/448-6904 john.rio@weaver.com	
Civic Initiatives LLC	<ul style="list-style-type: none"> Karen 	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact Christina Semeraro 786/390-2426 csemeraro@civicinitiatives.com	
Meeder Public Funds	<ul style="list-style-type: none"> Karen 	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact Jason Headings 614/760-2111 jheadings@meederinvestment.com	
Sierra-Cedar	<ul style="list-style-type: none"> Karen 	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact Brian Christenson 678/256-2112 brian.christenson@sierra-cedar.com	
Springbrook Software	<ul style="list-style-type: none"> Karen 	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact Lynn Wolting 503/446-3575 lynn.wolting@sprbrk.com	
BS&A	<ul style="list-style-type: none"> Karen 	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact Kevin Schafer 517/881-6445 kschafer@bsasoftware.com	
PARS	<ul style="list-style-type: none"> Karen 	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact Maira Zepeda 949/250-1252 mzepeda@pars.org	
Third Line	<ul style="list-style-type: none"> Karen 	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact David Osborn 918/770-1735	



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

Corporate Outreach and Contact	LGHN Participants	Meeting Date and Time (June and July)	Corporate Response and Notes	Status
			dosborn@thirdline.io	
Central Square Technologies	• Karen	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact Jamie Pagels 407/304-3856 jamie.pagels@centralsquare.com	
Clear Gov	• Karen	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact Andrew Stevenson 508/494-1489 astevenson@cleargov.com	
Allovue, Inc.	• Karen	Ask for \$15,000 Email 8/23 & 8/29	GFOA Contact Shanard Starke 410-302-3409 shanard.starke@allovue.com	
GovOS	• Karen	Ask for \$15,000 Email 8/23 & 8/29	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 email bounced back	GFOA Contact Abby Fuerst (no phone number) afuerst@vladimirjones.com	
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	
LSN Partners	• Karen	Contact from FCCMA Ask for \$15,000 Email 8/23 & 8/29	Pratima Raju praju@LSNpartners.com 513-289-4464	



LGHN Committee Work Plan and Updates Board of Director's Meeting September 2022

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 9/7/22
<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 9/7/22
<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. The committee is seeking members to begin meeting monthly to plan the conference beginning in July 2022. The conference will remain at the Caribe Royale in

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 9/7/22
		<p>Orlando, FL, and span 11/1/23 – 11/4/23 (Wednesday through Saturday)</p> <p><u>Themes</u> Connect, collaborate, ...succeed!</p> <p><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 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 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>

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 9/7/22
		<p>Innovate and reinvent! Sustainability IBTS, AECOM (transport drones) 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>3. 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; 	<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. Conducted program celebration on July 26 9 am PT. 2. Survey sent to participants the week of 8/29. Results available in October 2022.

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 9/7/22
<p>University of San Francisco and Monica Hudson)</p> <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"> 1. 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 	<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

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updated 9/7/22
<p>recognition program. Regular meeting time: Quarterly on the third Friday at 8:30 am PT</p>		<p>Latino Leadership Institute. 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>	<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 9/7/22
<ol style="list-style-type: none"> 1. Develop/improve social media plan 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 9/7/22
<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 9/7/22
<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 	