



LOCAL GOVERNMENT
**HISPANIC
NETWORK**

12:00-1:00 PM Eastern Time
11:00 AM-12:00 PM Central Time
10:00-11:00 AM Mountain Time
9:00-10:00 AM Pacific Time
Meeting ID: 867 8854 6097
Passcode: 469674
One tap mobile

+16699006833,,86788546097# US (San Jose)
+13462487799,,86788546097# US (Houston)

Advancing Excellence and Inclusiveness in Local Government

Agenda
March 4, 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

Maria DeLeon

Raoul Lavin

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 February 4, 2022*
2. Board Meeting Attendance Report for 2021/2022*
3. Financial Reports through February 28, 2022*

C. DISCUSSION:

1. Review and discuss committee updates *
2. Puerto Rico LGHN delegation deliverables/outcomes

D. DISCUSSION:

1. Consider development of LGHN's diversity, equity, inclusion, and anti-harassment policies

E. Information Items

1. Board Donations to Scholarship Fund (\$250 suggested; can give annually or monthly by check, credit card, or PayPal at <https://lghn.org/donate/>)

F. Future Board Meeting Agenda Items

1. Topics for PM Magazine*
2. Potential Agreement: Latino Leadership Institute

G. Adjournment & Future Meeting Dates

1. *March 30-April 3, 2022 – NFBPA Forum 2022, Grand Rapids, MI (Gricelda Estrada moderating)*
2. Friday, April 1, 2022 – LGHN Board Meeting
3. Friday, May 6, 2022 – LGHN Board Meeting
4. March 24, 2022 – Madrinas y Padrinos Training/Check in Meeting
5. Friday, June 3, 2022 – LGHN Board Meeting
6. *June 5-June 8, 2022 – GFOA Annual Conference, Austin, TX*
7. *June 20-23, 2022 – NFBPA Quarterly Board Meeting*
8. Friday, July 8, 2022 – LGHN Board Meeting (Note: Date change to avoid conflict with July 4th weekend)
9. Friday, August 5, 2022 – LGHN Board Meeting
10. Friday, September 9, 2022 – LGHN Board Meeting (Note: Date change to avoid conflict with Labor Day)
11. *September 18-21, 2022 – ICMA Annual Conference, Columbus, OH*
12. *October 6-8, 2022 – LGHN Board Retreat and Annual Membership Meeting, Chicago, IL (Collaborating with GFOA and SGR to develop sessions)*
13. *October 2022 – NFBPA Emerge Conference, Atlanta, GA*

*Supporting documents provided in board packet

14. Friday, November 4, 2022 – LGHN Board Meeting
15. Friday, December 2, 2022 – LGHN Board Meeting

*Supporting documents provided in board packet



Board Meeting Summary of February 3, 2022

Board Members in Attendance: Rolando Fernandez (Past-President), Ramiro Salazar, Ramiro Inguanzo, Carlos Baia, Victor Cardenas, Maria De Leon, Raoul Lavin, Matt Rivera, Marcus Steele, Mariana Bojorquez, Gricelda Estrada and Orlando Cruz with MissionSquare

Absent: Raymond Gonzales (President), Samantha Tavares (President-Elect), Ramón Pérez-Goizueta, Gabriel Rodriguez, Noel Bernal, Bob Harrison and Robert Donnan with ICMA

LGHN Staff: Christine Butterfield and Karen Davis

A. Call to Order/Roll Call/Welcome

Rolando Fernandez called the meeting to order at 9:06 am PT.

- B. APPROVAL: Consent Agenda** – Receive and Approve 1. Minutes for Board Meeting of December 3, 2021*, 2. LGHN Committee Work Plans and Notes at the Board Retreat Part II January 8, 2022*, 3. Board Meeting Attendance Report for 2021/2022*, 4. Financial Report through January 31, 2022*, 5. LGHN 2021 Report of Accomplishments*

Motion to approve by Maria De Leon

Seconded by Carlos Baia

Unanimously approved

Rolando requested that each committee chair review and update LGHN's report of accomplishments for 2021 and include 2022 goals to ensure the document reflects the committee work plans. Once updated, it will be posted on the website.

C. APPROVAL: ICMA and LGHN Affiliate Agreement 2022 Implementation Plan*

Christine noted that the matrix summarizes LGHN's affiliate agreement with ICMA. Staff meets at least monthly with ICMA staff to review and track commitments/deliverables. Carlos Baia expressed appreciation for the matrix and noted that the Board requested it in previous years.

Motion to approve by Carlos Baia

Seconded by Matt Rivera

Unanimously approved

D. APPROVAL: International Committee Stipend of \$1,000 to \$1,250 to Attend Sustainability Conference in Puerto Rico, April 2022

Christine and Karen shared that the Board included \$5,000 for special projects in the 2022 budget. If the stipend is approved, it will support about four members pay for their trip to the conference. No questions or comments were offered by the Board.

Motion to approve by Marcus Steele

Seconded by Maria De Leon

Unanimously approved



E. APPROVAL: 2022 Emerging Leaders Award Process*

Christine and Karen reviewed the award application timeframe. No questions or comments were offered by the Board.

Motion to approve by Matt Rivera

Seconded by Ramiro Inguanzo

Unanimously approved

F. Information Items 1. Board Donations to Scholarship Fund (\$250 suggested; can give annually or monthly by check, credit card, or PayPal at <https://lghn.org/donate/>) 2. Membership management software update

Marcus Steele shared that the City of Mesa will host a webinar on March 31 to celebrate Cesar Chavez. He encouraged Board members to join if they are free.

G. Future Board Meeting Agenda Items. 1. Topics for PM Magazine, 2. Potential Agreement: Latino Leadership Institute

H. Adjournment & Future Meeting Dates 1. *February 2-4, 2022 – NFBPA Emerge Conference, Houston, TX (Noel Bernal presenting)*, 2. Friday, February 4, 2022 – LGHN Board Meeting, 3. Friday, March 4, 2022 – LGHN Board Meeting, 4. *March 30-April 3, 2022 – NFBPA Forum 2022, Grand Rapids, MI (Gricelda Estrada moderating)*, 5. Friday, April 1, 2022 – LGHN Board Meeting, 6. Friday, May 6, 2022 – LGHN Board Meeting, 7. Friday, June 3, 2022 – LGHN Board Meeting, 8. *June 5-June 8, 2022 – GFOA Annual Conference, Austin, TX*, 9. Friday, July 8, 2022 – LGHN Board Meeting (Note: Date change to avoid conflict with July 4th weekend), 10. Friday, August 5, 2022 – LGHN Board Meeting, 11. Friday, September 9, 2022 – LGHN Board Meeting (Note: Date change to avoid conflict with Labor Day), 12. *September 18-21, 2022 – ICMA Annual Conference, Columbus, OH (LGHN proposed seven sessions in collaboration with NFBPA, NACA and I-NAPA)*, 13. *October 6-8, 2022 – LGHN Board Retreat and Annual Membership Meeting, Chicago, IL (Collaborating with GFOA and SGR to develop sessions)*, 14. Friday, November 4, 2022 – LGHN Board Meeting, 15. Friday, December 2, 2022 – LGHN Board Meeting

Rolando adjourned the meeting at about 9:55 am PT.



2021 and 2022 Board of Directors Meeting Attendance

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	

Name	Retreat Jan 2022	Feb 2022	Mar 2022	April 2022	May 2022	June 2022	July 2022	Aug 2022	Sept 2022	Retreat Oct 2022	Nov 2022	Dec 2022
Raymond Gonzales	Present	Absent										
Samantha Tavares	Present	Absent										
Rolando Fernandez	Present	Present										
Bob Harrison	Present	Absent										
Ramiro Inguanzo	Present	Present										
Gricelda Estrada	Present	Present										
Carlos Baia	Present	Present										
Noel Bernal	Present	Absent										
Mariana Bojorquez	Absent	Present										
Maria De Leon	Present	Present										
Raoul Lavin	Present	Present										
Ramón Pérez-Goizueta	Present	Absent										
Matt Rivera	Present	Present										
Ramiro Salazar	Absent	Present										
Marcus Steele	Absent	Present										
Victor Cardenas	Present	Present										

Note: Excused v. unexcused absences are not differentiated on the chart.

Local Government Hispanic Network Account Balances

Account #	Account	Balance
10000	US Bank - checking	145,540.66
	US Bank - checking:Conference Cash AHLN	6,639.28
	US Bank - checking:Frances Gonzalez Scholarship	12,181.71
	US Bank - checking:Joel Valdez	428.03
	US Bank - checking:LGHN Conference	24,649.21
	US Bank - checking:Operating Cash	78,297.08
	US Bank - checking:Operating Reserves	23,345.35

**Local Government Hispanic Network
Budget vs. Actuals: FY_2022 - FY22 P&L
January - December 2022**

	Total			
	Actual	Budget	over Budget	% of Budget
Income				
43400 Direct Public Support			0.00	
43455 Corporate Support	40,000.00	65,000.00	-25,000.00	61.54%
43457 Scholarship	670.00		670.00	
Total 43400 Direct Public Support	\$ 40,670.00	\$ 65,000.00	-\$ 24,330.00	62.57%
46400 Other Types of Income			0.00	
46410 Advertising Sales	13,950.00	75,000.00	-61,050.00	18.60%
46430 Miscellaneous Revenue		475.00	-475.00	0.00%
Total 46400 Other Types of Income	\$ 13,950.00	\$ 75,475.00	-\$ 61,525.00	18.48%
47200 Program Income			0.00	
47230 Membership Dues			0.00	
47231 Chapters	11,075.00	40,500.00	-29,425.00	27.35%
47232 Corporate	1,200.00	2,000.00	-800.00	60.00%
47233 Individual	2,480.00	4,500.00	-2,020.00	55.11%
47234 Local Government	13,500.00	20,000.00	-6,500.00	67.50%
Total 47230 Membership Dues	\$ 28,255.00	\$ 67,000.00	-\$ 38,745.00	42.17%
47270 LGHN Dinner Registrations		4,000.00	-4,000.00	0.00%
47271 LGHN Dinner Sponsorships		1,000.00	-1,000.00	0.00%
Total 47200 Program Income	\$ 28,255.00	\$ 72,000.00	-\$ 43,745.00	39.24%
49000 Special Events Income			0.00	
49010 Special Events Contributions		2,500.00	-2,500.00	0.00%
Total 49000 Special Events Income	\$ 0.00	\$ 2,500.00	-\$ 2,500.00	0.00%
Unapplied Cash Payment Income	0.00		0.00	
Total Income	\$ 82,875.00	\$ 214,975.00	-\$ 132,100.00	38.55%
Gross Profit	\$ 82,875.00	\$ 214,975.00	-\$ 132,100.00	38.55%
Expenses				
60900 Business Expenses			0.00	
60920 Business Registration Fees		100.00	-100.00	0.00%
60930 Constant Contact		250.00	-250.00	0.00%
60960 PayPal / Stripe Fees	738.51	2,100.00	-1,361.49	35.17%
Total 60900 Business Expenses	\$ 738.51	\$ 2,450.00	-\$ 1,711.49	30.14%
62100 Contract Services			0.00	
62110 Accounting Fees		1,100.00	-1,100.00	0.00%
62150 Outside Contract Services	9,283.00	100,000.00	-90,717.00	9.28%
Total 62100 Contract Services	\$ 9,283.00	\$ 101,100.00	-\$ 91,817.00	9.18%
65000 Operations			0.00	
65020 Postage, Mailing Service		50.00	-50.00	0.00%
65030 Printing and Copying		250.00	-250.00	0.00%
65040 Supplies		50.00	-50.00	0.00%
65050 Telephone, Telecommunications	95.34	2,050.00	-1,954.66	4.65%
65060 Website	1,548.00	12,000.00	-10,452.00	12.90%

Local Government Hispanic Network
Budget vs. Actuals: FY_2022 - FY22 P&L
 January - December 2022

	Total			
	Actual	Budget	over Budget	% of Budget
Computer Software	185.42	1,000.00	-814.58	18.54%
Total 65000 Operations	\$ 1,828.76	\$ 15,400.00	-\$ 13,571.24	11.88%
65100 Other Types of Expenses			0.00	
65110 Advertising/Marketing Expenses		4,000.00	-4,000.00	0.00%
65120 Insurance - Liability, D and O	905.00	900.00	5.00	100.56%
65140 Contributions	1,500.00	6,000.00	-4,500.00	25.00%
65160 Other Costs	93.47	500.00	-406.53	18.69%
65180 Special Events		5,000.00	-5,000.00	0.00%
65185 Program Activities			0.00	
Catering		12,000.00	-12,000.00	0.00%
Other Costs		100.00	-100.00	0.00%
Postage/Shipping		500.00	-500.00	0.00%
Printing/Copy		250.00	-250.00	0.00%
Stipends and Speaker Fees		500.00	-500.00	0.00%
Total 65185 Program Activities	\$ 0.00	\$ 13,350.00	-\$ 13,350.00	0.00%
65190 Special Projects		5,000.00	-5,000.00	0.00%
Board of Directors Retreat			0.00	
Retreat		1,500.00	-1,500.00	0.00%
Total Board of Directors Retreat	\$ 0.00	\$ 1,500.00	-\$ 1,500.00	0.00%
Total 65100 Other Types of Expenses	\$ 2,498.47	\$ 36,250.00	-\$ 33,751.53	6.89%
68300 Travel and Meetings			0.00	
68310 Conf, Conv, Meeting-Nat'l		5,000.00	-5,000.00	0.00%
68320 Meeting Travel-Reg'l		1,000.00	-1,000.00	0.00%
Total 68300 Travel and Meetings	\$ 0.00	\$ 6,000.00	-\$ 6,000.00	0.00%
Total Expenses	\$ 14,348.74	\$ 161,200.00	-\$ 146,851.26	8.90%
Net Operating Income	\$ 68,526.26	\$ 53,775.00	\$ 14,751.26	127.43%
Net Income	\$ 68,526.26	\$ 53,775.00	\$ 14,751.26	127.43%

Tuesday, Mar 01, 2022 06:17:51 AM GMT-8 - Cash Basis



LGHN Committee Work Plan and Updates March 2022

Updated 3/2/22

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updates
<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 	<ol style="list-style-type: none"> 1. February 2, 2022, meeting with NFBPA and I-NAPA leaders to discuss collaboration and establishing regular meetings. Following up with NFBPA staff on next steps and next meeting day and time. 2. Next meeting scheduled April 20, 2022 <ul style="list-style-type: none"> • Emerging Leader applications review and selection • DEI and anti-harassment policy

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updates
<p>B. Professional Development Committee Chair - Ramiro Inguanzo – Staff support from Christine</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 <ol style="list-style-type: none"> 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 2022 		<ol style="list-style-type: none"> 1. ICMA accepted six affiliate session proposals <ul style="list-style-type: none"> • Mental health services and new ways to provide public safety response, LGHN lead • Policing in 2022 and how communities are delivering positive outcomes, I-NAPA lead • Intersection of Sustainability and DEI, LGHN lead • Institutionalizing diversity, equity, and inclusion into the culture of your organization, NACA lead • Fostering civility effectively during dynamic times with appointed and elected officials, LGHN lead • Conversation with ICMA Affiliate Leaders, ICMA lead 2. Biennial conference remains in Orlando, FL 11/2023 (Wednesday through Saturday) 3. March 2022 review webinar proposals for 2022

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updates
<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"> Kick off revised Madrinas/Padrinos coaching program. Upcoming check-ins March 1, May 24, and celebration this summer Create strategy for youth/student engagement Outreach to executive search firms for assistance with interview skills, resume writing, etc. Foster university partnerships (John J College, NY; Maxwell School; ICMA Fellows; University of San Francisco and Monica Hudson) Engage more Board members to serve as mentors <ul style="list-style-type: none"> Regular meeting time: Every other week September through June 	<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"> Madrinas y Padrinos training and check-in meeting on March 1 10:30 am PT/1:30 pm ET Madrinas y Padrinos training and check-in meeting on May 24 10:30 am PT/1:30 pm ET
<p>D. Membership Committee Chair and Vice Chair – Bob Harrison and Marcus Steele – Staff support from Karen</p> <ol style="list-style-type: none"> Kick off joint membership drive with ICMA <ol style="list-style-type: none"> Target membership outreach to Hispanic City managers Target membership outreach to state associations to establish partnerships Track membership growth and report regularly to the LGHN board 	<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 	<ol style="list-style-type: none"> Florida chapter moving forward following February 11, 2022, meeting with the membership committee. Staff providing chapter start up packet. Next meeting of the Florida chapter scheduled March 11, 2022. Scheduling meeting with Illinois CMA the week of March 7, 2022.

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updates
<p>3. Work with NACA to increase County membership</p> <p>4. Pursue new regional chapters and set priorities for 2022 (See tools on the LGHN website.)</p> <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"> 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 meeting time: Quarterly on the third Friday at 8:30 am PT 	<p>(Bob), Florida (Raoul/Ramiro), Columbus, OH, Miami/Dade, and future conference locations, etc.</p> <ul style="list-style-type: none"> • Matt asked to join the committee. • Each chapter should appoint a member to the Chapters Advisory Subcommittee 	<p>3. Florida chapter will review draft bylaws, potential chapter names and dues structure on March 11.</p> <p>4. Initial meeting with Illinois leadership to be scheduled the week of March 7.</p>
<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 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"> • Social media communications are an opportunity that we can grow • 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"> 1. Continue to provide input to staff on i4a transition 2. Schedule a standing meeting

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updates
<ul style="list-style-type: none"> Regular meeting time: TBD <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"> Discuss funding assistance from ICMA Review LGHN value statement (focus on ROI) for potential sponsors and market DEI expertise/resources Update sponsor packet with sponsorship options (options include voting membership, review affiliate practices, programming, conference presentations) Develop strategy (using the LGHN financial forecast 2022-2025) for sponsor outreach Establish working group of retired LGHN members to assist with the “ask” <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 	<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"> Initial meeting scheduled March 4, 2022, 8:00 am PT/11:00 am ET
<p>G. International Committee Chair - Noel Bernal – Staff support from Karen transition to Christine summer 2022</p> <ol style="list-style-type: none"> Develop structure for training programs 	<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 	<ol style="list-style-type: none"> Next meeting March 2, 2022, noon PT/3:00 pm ET Puerto Rico delegation preparing to travel and agree on work plan

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updates
<ol style="list-style-type: none"> 2. Adapt training materials from ICMA credentialing program (adapt program to meet the needs of early to mid-career development professionals) 3. Short-term: Use PowerPoint format to adapt and translate training modules 4. Long-term: Complete translations of the ICMA materials that were identified for Puerto Rico 5. Invite LGHN members to create case studies in line with the training structure 6. Market the training opportunities <ol style="list-style-type: none"> a. Outreach to potential trainers from LGHN membership and survey administered in 2022 (<i>must be Spanish speakers</i>) b. Market to Puerto Rican jurisdictions 7. Administer/conduct training 8. Finalize “certification” process <ul style="list-style-type: none"> • Regular meeting time: First Wednesday of the month at noon PT 	<ul style="list-style-type: none"> • April 2022 Puerto Rico Conference will include two LGHN Board members and included in 2022 budget 	<ol style="list-style-type: none"> 3. Continuing to collaborate with ICMA international global training program. However, LGHN may need to proceed independently due to uncertainty about ICMA’s program timeframes. 4. Committee will begin discussions on next steps for the LGHN training for Puerto Rico. Delegation will be attending the April conference in Puerto Rico and use the opportunity to assess the most immediate/pressing needs for training (i.e., needs for redevelopment of the island using CDBG funds vs. long-term leadership training. 5. Committee and LGHN Board to discuss “deliverables” from the April conference in Puerto Rico. 6. Committee to discuss how to reach out to LGHN members who are interested in participating in the training.
<p>F. Nominations Committee – Chair and committee appointed by the President - Staff support from Karen and Christine</p>	<ul style="list-style-type: none"> • Include on the April Board meeting agenda 	<p>- -</p>

LGHN Committee Work Plans for 2022 and 2023	Board Discussion 1/8/22	Updates
<ol style="list-style-type: none"> 1. Email members regarding interest in serving and recommendations – 30 days required (<i>May/June</i>) 2. Close member submittals – <i>June</i> 3. Review submittals and conduct interviews (<i>June/July</i>) 4. Board approval at the <i>July or August</i> board meeting 5. Issue ballots – 15 days minimum for voting, at least 30 days before the annual meeting (<i>August</i>) 6. Close ballots – typically 30 days (<i>September</i>) 7. Annual membership meeting (<i>October</i>) <ul style="list-style-type: none"> • Meeting times determined by bylaws and date of annual membership meeting • Board Committee Membership: TBD 		