



**Board of Directors Meeting  
March 19, 2021 10AM**

**Join Zoom** <https://zoom.us/j/99989675338?pwd=N0tVRHRJcWZQM1FuTFVnWjdhc0ZZQT09>

**Agenda**

1. Call to Order Lisa Smude, President
  - a. 10:06am
2. Presentation of the February Minutes Chrissy Draper, Secretary
  - a. Chad motion to approve
    - i. Laurie 2<sup>nd</sup>
      1. Motion passed
3. Treasurer Report Lois Slick, Treasurer
  - a. Checking: \$99,479.60
  - b. Total Assets: \$148,873.45
  - c. Assets without pre-paid: \$144,065.45
  - d. Net Income: \$9,821.79 (mostly membership dues)
4. **Old Business**
  - a. None
5. **New Business**
  - a. ASHHRA Conf (2 times in 2021?) Reimbursement Lisa Smude
    - i. Virtual in April – Shannon to attend
    - ii. Traditionally HHRAM pays for certain roles on the BOD to go.
      1. The second conference may be in-person in November
      2. Would like company/personal to pay for virtual in spring, and in the fall, HHRAM BOD will pay for certain BOD members to go.
      3. Any concerns with that approach?
        - a. No concerns raised
  - b. Spring Conference Dave/Mandi
    - i. Venue:
      1. Would be in Stillwater – the Governor has lifted a lot of COVID restrictions.
      2. Capacity would not be an issue.
      3. They felt they could accommodate us with social distancing.
      4. Would not lose any of the deposit if we move to virtual.

5. Willing to change the date and push it forward to 2022.
  6. Have not had a conversation about Room Blocks with them yet.
- ii. Reviewed Survey Responses
1. Are conference planners prepared for a mid May date?
    - a. Mandy: a lot was already set for the conference. Must touch base with speakers to ensure they are on board. Will be stepping down from the BOD, so Dave will need support. But most has already been done and is in motion.
      - i. Sounds like speakers will be accommodating to either format. Christopher Littlefield & Lynn J are good for in-person or virtual.
      - ii. Some questionable speakers: The panel. Need to connect with them.
  2. Important to have some form of an event during those usual dates.
    - a. Topics: May need to consider some new topics, more relevant to COVID and 2021 – Christopher Littlefield could discuss self-care and employee care.
    - b. Review of topic options from survey attendees
      - i. If virtual or in-person – breakout rooms will be very important for dialogue – smaller groups & connection has been lacking for the last year.
    - c. Blake: Most BPs would be able to provide information/topics on COVID, return to work, HR, etc. Found Round Table format to be beneficial. A lot of BP's may have partners that would be willing to speak for free, could eliminate some speaker fees.
    - d. Jane: Security & Mental Health, Compensation
  3. Conference timing:
    - a. Mandy – is there a benefit to pushing the conference back to June? May 13/14<sup>th</sup> is coming quickly.
    - b. Lisa: Conference does not have to hit the same benchmarks as it has in the past. It is allowed to look different.
    - c. Blake: Timing could be an issue. 30 people seems light. May seems too soon, let's consider June?
    - d. Chad: Also concerned with the timing. a lot of time and money to put in for a small turnout.
    - e. Lisa: We have to do something this year to give members the value – could be an event in May and June, could be the normal conference days.

- i. Is everyone okay that no matter what we move forward paying for speakers, virtual or in-person?
      - 1. No objections.
  - iii. Lisa called for a vote:
    - 1. Anonymous Poll: Spring Conference - Virtual or In-Person?
      - a. 73% Virtual (8 votes)
      - b. 27% in-person (3 votes)
      - c. 1 person did not vote
  - iv. Chad, Laurie, Dave, Blake, Lisa, & Lois - sub-planning meeting for spring conference - [Lisa to set up meeting](#)
    - 1. [Mandy to meet with Lisa to go over Mandy's files, and transfer.](#)
  - v. Fall conference – put on May meeting agenda
    - 1. [Lisa to reach out to Jessica Spicer for fall conference, and Jessica to join April BOD meeting.](#)
  - vi. Chad: If doing fall conference in person: Better or easier turn-out in Stillwater rather than in Duluth?
    - 1. Dave & Laurie open to either
    - 2. Leave it in Duluth if it does not make a difference
- c. Social Zoom Meeting Lois/Paula/Chrissy
  - i. will figure out more in sub-planning meeting.
- d. Zoom Business Meeting Chad/Lisa
  - i. Going to combine with something else – will figure out more in planning meeting.
- e. Welcome Brienne Ptacek
- f. Logo Launch Chad Engstrom/Laurie Daniels
  - i. Called anonymous poll: Which iteration of new HHRAM logo/banner for website – 1,2,or 3?
    - 1. 75% (9 votes) #3
    - 2. 17% (2 votes) #2
    - 3. 8% (1 vote) #1
  - ii. Logo Launch in Newsletter (end of March)
    - 1. Also opening with new logo at the virtual conference
  - iii. Laurie: purchase branded items to giveaway at fall conference
    - 1. Chad: mask w/ logo on it
    - 2. Dave: HHRAM Hand sanitizers – [Dave to send out \(with further discussion\)](#)
- g. Benefit Survey next steps Board
  - i. Tabling benefit survey.

## 6. 2021 Goals

a. skipped for the sake of time

<i>Goal</i>	<i>Presenter</i>	<i>Updates</i>
Membership: Increase Membership by 3% from 2020 (ended at 195 members) and diversify membership by adding 1 (one) nonhealthcare membership (i.e. Dental, Mental Health, Vision). Also want to increase ASHHRA Membership by 2 people.	Lisa Smude and Laurie Daniels	
Conference Attendance: Host 1 (one) in person conference in 2021 & 1 Virtual offering (more than just a webinar).		
Re-engage Business Partners: On 3 separate occasions engage Business Partners	Paula Wokasch/ Dave Mandel	
Increase Social Media Presence	Mandy Dobosenski	

## 7. Updates

- |   |                  |
|---|------------------|
| a. Secretary  | Chrissy Draper   |
| b. Communications and Marketing                           | Laurie Daniels   |
| i. 29 non-renewed   |                  |
| ii. 16 single   |                  |
| iii. 3 consultants  |                  |
| iv. 2 corporate (10 members)                              |                  |
| v. Waiting until April to take vote to archive any        |                  |
| c. Social Media Director                                  | Mandy Dobosenski |
| d. Director of Education                                  | Heidi Powell     |
| i. <a href="#">Heidi to join conference planning call</a> |                  |
| e. Membership   | open             |
| f. ASHHRA   | Lisa Smude       |
| i. No updates   |                  |
| g. Salary Survey  | Jane Kalias      |
| i. No updates   |                  |
| ii. <a href="#">Jane to check if it is closed</a>         |                  |
| h. Scholarship Director                                   | Chrissy Draper   |
| i. No updates   |                  |
| i. Business Partner Liaison                               | Paula Wokasch    |
| i. No updates   |                  |

- ii. Paula to come to Spring Conference planning meeting
- j. Chapter Management Shannon Demgen
  - i. skipped
- k. Member at-Large Heidi Powell
  - i. No Updates
- l. Business Partner Members at Large Dave Mandel & Blake Martin
  - i. No Updates

**8. Other Business:**

- a. Advocacy
  - i. Wage Theft Amendment – sent to legislature
    - 1. [Lisa to email/ share with the group.](#)
  - ii. Later this month/April: Sending advocacy letter
    - 1. Essential Workers Emergency Leave Act – BOD is considering sending letter saying “while we support caregivers, we are concerned with some of the items being proposed”
      - a. [Lisa to send draft for BOD members to read and voice any concerns.](#)

**Meeting Adjourned: 11:28am**

**2021 HHRAM Board Members**

<b>Chad Engstrom</b> - Past President
<b>Jennifer Gryte</b> -Member at Large
<b>Lois Slick</b> -Treasurer
<b>Shannon Demgen</b> -Chapter Management
<b>Paula Wokasch</b> - Business Partner Liaison
<b>Laurie Daniels</b> - Communication and Marketing Director
<b>Mandy Dobosenski</b> - Social Media Director
<b>Jane Koliass</b> -Salary Survey Coordinator
<b>Dave Mandel</b> - Business Partner –Member at Large
<b>Blake Martin</b> - Business Partner-Member at Large
<b>Heidi Powell</b> -Member at Large
<b>Chrissy Draper</b> -Secretary
<b>Lisa Smude</b> - President

<b>Future meeting</b>	April 16, 2021
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