



LOCAL GOVERNMENT  
**HISPANIC  
NETWORK**

*Advancing Excellence and Inclusiveness in Local Government*

**Board of Directors Meeting**  
**November 5, 2021**  
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  
Dial by Phone: +1 346 248 7799  
+1 253 215 8782 US  
Meeting ID: 408 221 8458

## Agenda

### LGHN Board of Directors

**Ray 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 August 6, 2021\*
2. Board Meeting Attendance Report for 2020/21\*
3. Financial Report through October 31, 2021\*

### **C. APPROVAL: Affiliate Agreement with Oregon Latinos in Local Government Chapter\***

### **D. DISCUSSION: LGHN Conference Final Accounting and Committee Feedback\***

### **E. DISCUSSION: 2022-2023 Budget/Finance Workshop\***

1. Proposed Long-Range Financial Plan
2. Proposed Increased Job Posting Fees from \$75 to \$100 per Posting
3. Membership Categories and Dues Structure
4. Propose Two-Year Budget Cycle
5. Review 2022 and 2023 Proposed Budgets

### **F. UPDATE: Madrinas and Padrinos Program**

### **G. DISCUSSION: Board Retreat**

1. Special Meeting in November/December for Discussion (Part 2)
2. Report from September 11, 2021 <https://lghn.org/wp-content/uploads/2021/10/LGHN-Board-Retreat-Report-September-2021.pdf>
  - a) Review Vision, Purpose & Value Statement
  - b) Board Commitment Form Update
  - c) Committee Descriptions and 2022 Focus
    - i) Membership
      - (a) Chapters Council
    - ii) Fundraising/Sponsorships
      - (a) Scholarship Program
    - iii) Professional Development
      - (a) University Partnerships
    - iv) Career Advancement
    - v) International
    - vi) Marketing & Communications
    - vii) Nominations
  - d) Future LGHN Conferences

### **H. REMINDER: Board Donations to Scholarship Fund (\$250 suggested; can give annually or monthly by check, credit card, or PayPal)**

\*Supporting documents provided in board packet

**I. Information Items**

1. LGHN Board Roster/Contact Information\*
2. LGHN Letter of Support for ICMA Board: Jorge Gonzalez\*
3. LGHN Chapter Toolkit <https://lghn.org/chapter-members/>

**J. Future Board Meeting Agenda Items**

1. Budget Approval/Long-Range Financial Forecast (December)
2. Board Retreat Report (Continue in December)
3. Management Partners Contract Amendment (January)
4. Set Date and Select Board Retreat Location (January)
5. Topics for PM Magazine
6. Potential Agreement: Latino Leadership Institute
7. Potential Agreement: National Association of Hispanic Federal Executives
8. Social Media Tracking

**K. Adjournment & Future Meeting Dates**

1. Thursday, November 4, 2021 – NFBPA Emerge Conference, Fort Lauderdale, FL
2. Friday, December 3, 2021 – LGHN Board Meeting
3. Friday, January 7, 2022 – LGHN Board Meeting
4. Friday, February 4, 2022 – LGHN Board Meeting
5. Friday, March 4, 2022 – LGHN Board Meeting
6. March 30-April 3, 2022 – NFBPA Forum 2022, Grand Rapids, MI



## Board Meeting Summary August 6, 2021

**Attendees:** Ray Gonzales, President; Rolando Fernandez, Immediate Past President; Samantha Tavares, President Elect; Bob Harrison, Vice President for Membership; Aubrey Gonzalez, Vice President for Professional Development; At-Large Directors: Noel Bernal, Maria DeLeon, Gricelda Estrada, Ramiro Inguanzo, Raoul Lavin, Ramiro Salazar, Victor Cardenas

**LGHN Staff:** Karen Davis, Executive Director and Christine Butterfield

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

*The meeting was called to order at 9:00 am pacific standard time (PST)*

### B. APPROVAL: Consent Agenda – Receive and Approve 1. Minutes for Board Meeting of July 9, 2021; 2. Board Meeting Attendance Report for 2020/21; 3. Financial Report through July 31, 2021

*Noel Bernal moved approval,  
Aubrey Gonzalez seconded the motion, and  
Unanimously approved by the Board.*

### C. DISCUSSION: Conference Update

*Karen Davis provided updates on in-person and virtual conference attendees, the sessions schedule, and sponsorships.*

*Two scholarships were awarded to conference attendees: Jennifer Johnson, Concord, NH,  
and Amanda Hernandez, Barstow, CA*

### D. DISCUSSION: LGHN Board Retreat Agenda

*The board reviewed and accepted the retreat agenda.*

### E. DISCUSSION/APPROVAL: Career Advancement Madrinas/Padrinos Program

*Griselda Estrada reviewed the presentation the committee has prepared for the LGHN conference and the form that will be sent to Madrinas and Padrinos and to mentees. She asked for feedback from board members. The form will be sent to the membership and the program is scheduled to kick off in October.*

### F. . DISCUSSION: How to better engage with State Associations

*Noel Bernal said that TCMA has an assistants' organization position. On the board and perhaps LGHN could have a similar seat on state boards. Karen Davis reported that Previously, LGHN has made presentations at the regional meetings at the ICMA conference. It was agreed that state associations need to understand the relationship between ICMA and LGHN and more outreach is needed.*

*The meeting adjourned at 10:05 am PST*



## 2020-2021 IHN Board of Directors Board 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			
Samantha Tavares	Absent	Present	Present	Present	Present	Present	Absent	Present	Present			
Rolando Fernandez	Present	Present	Absent	Present	Present	Present	Present	Present	Present			
Bob Harrison	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			
Noel Bernal	Present	Present	Present	Absent	Absent	Absent	Present	Present	Present			
Mariana Bojorquez									Present			
Maria De Leon	Present	Present	Present	Present	Present	Present	Present	Present	Absent			
Gricelda Estrada	Present	Present	Present	Present	Present	Present	Present	Present	Present			
Ramiro Inguanzo	Present	Present	Present	Absent	Absent	Present	Present	Present	Present			
Raoul Lavin	Present	Present	Present	Present	Present	Absent	Absent	Present	Present			
Ramón Pérez-Goizueta									Present			
Matt Rivera									Present			
Ramiro Salazar	Present	Present	Present	Present	Present	Present	Present	Present	Present			
Marcus Steele									Present			
Victor Cardenas	Present	Present	Present	Absent	Absent	Present	Present	Present	Present			
Name	Jan 2022	Feb 2022	Mar 2022	April 2022	May 2022	June 2022	July 2022	Aug 2022	Retreat Sept 2022	Oct 2022	Nov 2022	Dec 2022
Raymond Gonzales												
Samantha Tavares												
Rolando Fernandez												
Bob Harrison												
Ramiro Inguanzo												
Gricelda Estrada												
Carlos Baia												
Noel Bernal												
Mariana Bojorquez												
Maria De Leon												
Raoul Lavin												
Ramón Pérez-Goizueta												
Matt Rivera												
Ramiro Salazar												
Marcus Steele												
Victor Cardenas												

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

**Local Government Hispanic Network**  
**Budget vs. Actuals: 2021 Operating Budget**  
 January - October 2021

	<u>Total</u>	
	<u>Actual</u>	<u>Budget</u>
<b>Income</b>		
<b>Direct Public Support</b>		
Corporate Support	40,000.00	50,000.00
Individual Support		500.00
<b>Total Direct Public Support</b>	<b>\$ 40,000.00</b>	<b>\$ 50,500.00</b>
<b>Other Types of Income</b>		
Advertising Sales	47,545.80	28,000.00
Miscellaneous Revenue	460.00	460.00
<b>Total Other Types of Income</b>	<b>\$ 48,005.80</b>	<b>\$ 28,460.00</b>
<b>Program Income</b>		
LGHN Dinner Registrations	4,125.00	7,500.00
LGHN Dinner Sponsorships	600.00	5,000.00
<b>Membership Dues</b>		
Chapters	9,000.00	12,000.00
Corporate	1,300.00	2,000.00
Individual	4,645.00	4,500.00
Local Government	21,000.00	14,250.00
<b>Total Membership Dues</b>	<b>\$ 35,945.00</b>	<b>\$ 32,750.00</b>
<b>Total Program Income</b>	<b>\$ 40,670.00</b>	<b>\$ 45,250.00</b>
<b>Special Events Income</b>		
Special Events Contributions	4,750.00	
<b>Total Special Events Income</b>	<b>\$ 4,750.00</b>	<b>\$ 0.00</b>
<b>Total Income</b>	<b>\$ 133,425.80</b>	<b>\$ 124,210.00</b>
<b>Gross Profit</b>	<b>\$ 133,425.80</b>	<b>\$ 124,210.00</b>
<b>Expenses</b>		
<b>Business Expenses</b>		100.00
Business Registration Fees	80.00	80.00
Constant Contact	417.66	450.00
PayPal / Stripe Fees	1,691.71	1,300.00
<b>Total Business Expenses</b>	<b>\$ 2,189.37</b>	<b>\$ 1,930.00</b>
<b>Contract Services</b>		
Accounting Fees	1,000.00	850.00
Outside Contract Services	92,975.25	75,000.00
<b>Total Contract Services</b>	<b>\$ 93,975.25</b>	<b>\$ 75,850.00</b>
<b>Operations</b>		
Computer Software	804.22	625.00
Postage, Mailing Service	915.54	250.00
Printing and Copying	32.45	250.00
Supplies	53.88	75.00
Telephone, Telecommunications	1,633.40	2,200.00
Website	7,513.00	13,050.00
<b>Total Operations</b>	<b>\$ 10,952.49</b>	<b>\$ 16,450.00</b>

<b>Other Types of Expenses</b>			
Advertising/Marketing Expenses		3,854.88	1,500.00
Board of Directors Retreat			
Retreat			150.00
<b>Total Board of Directors Retreat</b>	<b>\$</b>	<b>0.00</b>	<b>\$ 150.00</b>
Contributions		1,500.00	3,000.00
Insurance - Liability, D and O		858.00	858.00
Other Costs		305.53	2,000.00
Program Activities			
Catering		3,600.00	12,500.00
Other Costs		19.81	1,000.00
Postage/Shipping			500.00
Printing/Copy			500.00
Stipends and Speaker Fees			500.00
<b>Total Program Activities</b>	<b>\$</b>	<b>3,619.81</b>	<b>\$ 15,000.00</b>
Special Events		5,067.50	
Special Projects		5,000.00	5,000.00
Transfer to Scholarship Fund			5,000.00
<b>Total Other Types of Expenses</b>	<b>\$</b>	<b>20,205.72</b>	<b>\$ 32,508.00</b>
Travel and Meetings			
Conf, Conv, Meeting-Nat'l			1,500.00
Meeting Travel-Reg'l			500.00
<b>Total Travel and Meetings</b>	<b>\$</b>	<b>0.00</b>	<b>\$ 2,000.00</b>
<b>Total Expenses</b>	<b>\$</b>	<b>127,322.83</b>	<b>\$ 128,738.00</b>
<b>Net Operating Income</b>	<b>\$</b>	<b>6,102.97</b>	<b>-\$ 4,528.00</b>
Other Income			
Prior Year Budget Surplus			15,797.17
<b>Total Other Income</b>	<b>\$</b>	<b>0.00</b>	<b>\$ 15,797.17</b>
<b>Net Other Income</b>	<b>\$</b>	<b>0.00</b>	<b>\$ 15,797.17</b>
<b>Net Income</b>	<b>\$</b>	<b>6,102.97</b>	<b>\$ 11,269.17</b>

does not include AHLN, Scholarship, Joel Valdez, conference

REGIONAL CHAPTER/LOCAL GOVERNMENT AGREEMENT  
Local Government Hispanic Network and Oregon Latinos in Local Government

This Chapter Agreement is made by and between the Local Government Hispanic Network (LGHN), a national nonprofit incorporation and Oregon Latinos in Local Government (OLLG) and is made this 5<sup>th</sup> day of November 2021.

The purpose of this Agreement is to acknowledge by both the above parties is agreed with the following terms:

**I. Recognition of Chapter**

- A. **Regional Chapter.** LGHN hereby recognizes Oregon Latinos in Local Government (OLLG) as a Regional Chapter organization and in accordance therewith, authorizes it to use the name “Local Government Hispanic Network,” acronym “LGHN” and logo of LGHN in or in connection with chapter’s name, acronym and logo, with the authority to use such marks in connection with chapter’s activities authorized under this Agreement, subject to the terms and conditions of this Agreement and any written guidelines attached herein, or subsequently provided to the chapter by LGHN. Chapters shall use language stating they are “A Chapter of LGHN” as part of their logo. LGHN shall provide the artwork to the chapter.
- B. **Term and Termination.** The Term of this Agreement shall commence on the effective date set forth above and shall continue until revoked by either party, pursuant to the terms of this Agreement. Either party may request revisions to this agreement to enhance mutual partnership benefits.
- C. **Territory.** The chapter shall represent LGHN as LGHN Regional Chapter in the State of Oregon (the Territory) pursuant to and in accordance with LGHN mission and purposes as set forth in LGHN’s Articles of Incorporation and Bylaws or as otherwise established by LGHN Board of Directors. The chapter acknowledges that this designation is non-exclusive in the Territory and that LGHN may, in its sole discretion, designate other chapters in the Territory or may sponsor or conduct programs, accept members, and perform other activities within the Territory.
- D. **Authorized Activities.** LGHN encourages the chapter to conduct the following activities within the Territory: membership recruitment, professional development, education and training activities, networking activities, career enhancement and awareness activities and such other activities as may be consistent with the mission and purposes of LGHN and in which LGHN may from time to time authorize the chapter to engage.

**II. Membership**

Members of the chapter organization shall be considered to be members of LGHN. The terms and conditions of membership in LGHN shall be determined by LGHN. The terms and conditions of membership in the chapter shall be determined by the chapter. The chapter shall provide chapter members’ names, positions, and contact information to LGHN. The dues for LGHN membership for all chapter members shall be included in chapter dues to LGHN.

### **III. Obligations of LGHN**

LGHN's obligations under this Agreement shall include:

- A. Maintain a national office of and promote the organizations' mission, goals and objectives to enhance the reputation and goodwill of LGHN.
- B. Maintain tax-exempt status.
- C. Maintain LGHN Bylaws.
- D. Maintain a comprehensive membership database, provide for maintenance and advancement of a membership program for individuals, students, institutions and private sector organizations in accordance with a dues structure approved by the Board of Directors.
- E. Invoice and collect dues from LGHN members, local governments and chapters for dues renewal. Conduct professional development programs that will benefit members.
- F. Maintain a national committee structure.
- G. Conduct national education and training conferences, regional seminars and networking activities in locations throughout the United States for the benefit of LGHN members. Conduct national biannual conferences (contingent upon local representatives' ability to organize conference activities) with logistical and technical assistance to conference planners/organizers, including fundraising support.
- H. Conduct on-line training opportunities throughout the year.
- I. Provide marketing and educational publications, brochures and other promotional materials that may be made available to chapters for their use.
- J. Maintain an LGHN website to serve members and enhance promotion of LGHN and the recruitment of members. All chapters shall be listed on the website with a link to local/regional website, if available. LGHN shall coordinate access to local/regional activities on the LGHN website.
- K. Assign an LGHN board member to be a liaison with each chapter.
- L. Work with chapters to identify and provide information on national issues impacting local governments.
- M. Serve as primary link with ICMA through the ICMA/LGHN association agreement.
- N. Optional obligations:
  - a. Allow OLLG's use of the LGHN tax-exempt status to fundraise, provided semi-annual financial reporting to LGHN. LGHN may require additional fees commensurate with services provided to handle OLLG fundraising.
  - b. Recruit members for OLLG.
  - c. Provide technical assistance and resources for activities such as facilitation and strategic planning.

### **IV. Obligations of Regional Chapter**

- A. The chapter certifies it was established as an LGHN Regional Chapter on November 5, 2021 with a governing board with representation from participating jurisdictions. The chapter shall submit bylaws approved by its governing body to the LGHN board of



directors prior to approval of the affiliate agreement. The chapter will provide bylaws updates to the LGHN national organization. The chapter shall have as its purposes those set forth in their bylaws, shall conduct its activities at all times in accordance with such bylaws and all other chapter-related policies, procedures or other written guidance.

- B. In addition to jurisdictional membership, the chapter may provide for individual membership. Individual members may not receive all benefits afforded to jurisdictional membership (e.g., no cost unlimited job postings).
- C. The chapter shall certify that it is and shall remain in full compliance with all applicable laws, regulations and other legal standards that may affect its performance under this agreement. The chapter shall make all required filings, such as annual corporate reports and tax filings that may affect its corporate or tax status.
- D. The chapter shall maintain reasonable records related to all of its programs, activities and operations. The chapter shall provide periodic written and/or oral reports to LGHN summarizing its programs, activities and operations, and a list of officers and directors.
- E. The chapter shall develop and promote chapter mission, goals and objectives; promote LGHN mission, goals and objectives.
- F. The chapter shall identify the process for administration of the chapter organization prior to approval of the affiliate agreement.
- G. The chapter shall develop members to increase their eligibility to serve on the LGHN, state association, and ICMA boards of directors.
- H. The chapter is requested to submit annually a report outlining its officers and directors, program activities, for the 12-month period ending December 31 not later than March 1 of the following year.
- I. The chapter shall endeavor to sponsor and conduct programs and activities that further the purposes and objectives of LGHN and shall use its best efforts to ensure that such programs and activities are of the highest quality with respect to content, materials, and logistical preparation. Examples include chapter programs and networking activities.
- J. The chapter shall pay annual affiliation dues for local support of the activities of the national office, particularly those that support chapter activities including administration and program activities. The annual dues assessment for LGHN shall be established by the LGHN board of directors and be effective January 1 of each year. Prior to January of each year, the chapter will provide LGHN with the list and organizational size of jurisdictions that have joined the chapter. After receiving the list, the LGHN membership committee shall work with the chapter to establish the baseline dues for each chapter jurisdiction to determine the amount that is to be invoiced by LGHN. The chapter is responsible for establishing their supplemental fees/dues for chapter programs and to reimburse the chapter's fiscal agent. The chapter shall provide the list of all chapter members and contact information for each when submitting dues payment. The normal payment schedule calls for chapters to be invoiced in January of each year with payment due no later than March 31.
- K. Optional obligations:
  - a. Assist with logistics and planning for biennial conference.

- b. Provide speakers for ICMA and LGHN conference sessions and regional meetings.

**V. Obligation of both LGHN and Chapter**

- A. Promote Hispanic cultural heritage.
- B. Promote LGHN national organizational and chapter identity.
- C. Promote LGHN awards.
- D. Conduct semi-annual chapter meetings, one of which will be at the annual ICMA conference.
- E. Develop annual activities report to the LGHN national organization. This information will be shared with other chapters to assist with program development in other regions.
- F. LGHN encourages Chapter to submit articles about their activities for publication in LGHN publications and on the LGHN website. These articles may be submitted to ICMA for publication.
- G. Development of a mutual annual work plan that addresses:
  - a. Membership development
  - b. Professional development opportunities (including ICMA/ LGHN webinars)
  - c. Conferences and/or seminars
- H. Both LGHN and the chapter shall receive the following benefits with respect to each other's conferences, if held:
  - a. 2 complimentary registrations
  - b. Free exhibit space
  - c. Conference program advertisement
  - d. Recognition of mutual chapter organizations during opening and closing ceremonies
  - e. Recognition, links and promotion of mutual chapter organizations on the LGHN and chapter Web sites, including placement of logos
  - f. If possible, the privilege of LGHN presenting at least one educational session at chapter's conference or regional events.

**VI. Indemnification**

The chapter shall indemnify, save and hold harmless LGHN, its subsidiaries, Chapters, related entities, partners, agents, officers, directors, employees, members, attorneys, heirs, contractors, successors and assigns and each of them from and against any and all claims, actions, suits, demands, losses, damages judgments, settlements, costs and expenses (including reasonable attorneys' fees and expenses), and liabilities of every kind and character whatsoever (a "claim"), which may arise by reason of any act or omission by the chapter or any of its subsidiaries, related entities, partners, officers, directors, employees, members, shareholders or agents or the inaccuracy or breach of any of the covenants, representations and warranties made by the chapter organization in this agreement.

**Revocation or Surrender of Agreement**

- A. Revocation of Agreement. The affiliation granted by LGHN to the organization hereunder shall remain in full force and effect unless and until revoked by LGHN or surrendered by its Board of Directors by an affirmative vote of at least two-thirds of the Board. If the affiliation is surrendered, the chapter may no longer use the tax identification number.
- B. Surrender of Agreement. The chapter may surrender its affiliation agreement by delivering to LGHN written notice of its intention to do so no less than thirty (30) days prior to the effective day of such surrender. If the affiliation is surrendered, the chapter may no longer use the tax identification number.

LOCAL GOVERNMENT HISPANIC NETWORK

OREGON LATINOS IN LOCAL GOVERNMENT

By: \_\_\_\_\_  
Name: Raymond H. Gonzales  
Title: President, LGHN  
Date: November 5, 2021

By: \_\_\_\_\_  
Name: Martha Bennett  
Title: President OLLG  
Date: October 11, 2021

\*Jurisdiction may include a county, regional or state local government association, or other entity that agrees to manage the administrative process.

# Local Government Hispanic Network Budget vs. Actuals: 2021 Conference

January - December 2021

	Total	
	Actual	Budget
<b>Income</b>		
<b>Program Income</b>		
Conference Registration	12,300.00	50,000.00
Conference Sponsorship	86,557.31	115,000.00
<b>Total Program Income</b>	<b>\$ 98,857.31</b>	<b>\$ 165,000.00</b>
<b>Total Income</b>	<b>\$ 98,857.31</b>	<b>\$ 165,000.00</b>
<b>Gross Profit</b>	<b>\$ 98,857.31</b>	<b>\$ 165,000.00</b>
<b>Expenses</b>		
<b>Other Types of Expenses</b>		
Advertising/Marketing Expenses		5,000.00
<b>Program Activities</b>		
Catering	26,500.00	55,212.00
Entertainment	3,050.00	
IT/Video Services	24,996.00	30,000.00
Other Costs	3,484.38	16,500.00
Postage/Shipping	48.70	150.00
Printing/Copy	701.30	1,500.00
Stipends and Speaker Fees	273.28	3,500.00
Supplies	39.99	2,125.00
<b>Total Program Activities</b>	<b>\$ 59,093.65</b>	<b>\$ 108,987.00</b>
<b>Total Other Types of Expenses</b>	<b>\$ 59,093.65</b>	<b>\$ 113,987.00</b>
<b>Total Expenses</b>	<b>\$ 59,093.65</b>	<b>\$ 113,987.00</b>
<b>Net Operating Income</b>	<b>\$ 39,763.66</b>	<b>\$ 51,013.00</b>
<b>Net Income</b>	<b>\$ 39,763.66</b>	<b>\$ 51,013.00</b>

Monday, Nov 01, 2021 10:08:34 AM GMT-7 - Cash Basis



*Conference Planning Committee Debrief Discussion - 10/11/21*

*Professional Development Committee Debrief Discussion – 10/19/21*

**Biennial Conference Aurora, CO on September 9 and 10, 2021**

***Highs***

- Great keynote speakers! Good information
- Excellent networking events and opportunities
- Day one lunch panel very good
- Program book with bios of presenters highlight
- Tech support for virtual participants good and intuitive
- Food was really good (lunch, dinner...)
- Hotel worked with LGHN and only charged based on those served not estimated attendees
- Dancers at the evening reception
- Videos shared were cool
- Inclusion of cultural events and programming (artist and sculpture)
- Conference Planning Committee standing meetings
- Assigning chapters session planning responsibility worked well
- Collaboration with city, NFPBA, NACA, GFOA to attract a more diverse audience
- **NFBPA conference virtual conference follow up and engagement component** if hybrid and utilize the virtual platform to include feedback and reactions

***Lows***

- Some sessions didn't have in-person attendees...
- Mechanics of the session when the tech staff were not present in the "main room". Smaller rooms didn't work as well with virtual participants
- Virtual attendees shared that the sessions did not start or end on time
- Communication from tech team to participant/users was late/delayed/bumpy
- Several printing requests came in late and immediately before the conference including speaker booklet, luncheon, and dinner programs

- Hybrid panels were challenging (caused delays) and start/end times a problem plus Zoom configuration problem
- Virtual participants needed more information related delays/muting/etc
- Time zones listed in the virtual platform were inconsistent
- Attendees did not get a confirmation of attendance following registration
- Attendees didn't receive the electronic link immediately following the conference
- Interested in seeing more local attendees (and county participation)
- Received speaker contacts very late
- Engagement of sponsorships should occur two years out
- Difficult to see the presenter with PPT on the screen (better with thumbnail of presenter)
- Provide written instructions to join the virtual session (in addition to the scheduled orientation)
- Better instructions for session liaisons (including descriptions of equipment needed)
- Better description of the role of the moderator and orientation session including clarity of the duties (moderator should schedule an additional dry-run session independent of conference orientation prep.)

### ***Lessons Learned and Applicable to Florida Conference 2023***

- Open the conference registration earlier in 2023 (and close earlier plus a late registration fee)
- Link the conference agenda (with meals) to the registration information earlier in the process (to meet attendee requests to attend)
- Add reminders to attendees to daily schedule and sessions (NFBPA, ICMA)
- Send conference information from *conference email* instead of standard LGHN "push" email
- Consider appointing CPC for two-year term
- Develop a two-year marketing and sponsorship plan
- Continue collaboration with city, state associations, INAPA, NFPBA, NACA, GFOA to attract a more diverse audience
- Cultural information, events, and art
- Work with chapters to assist with development of program content
- Great speakers and cultural activities
- Target local and regional attendees (promote new chapters to facilitate attendance)
- Continue to offer meaningful, informative, "edgy" sessions and topics
- *Hybrid sessions going forward...?*
  - ✓ Only if lag times, time zone problems and configuration issues can be solved
  - ✓ Networking doesn't work well
  - ✓ Consider offering hybrid after the conference from tapped/recorded sessions

### ***Other Thoughts***

- Nice work Karen!
- When do we need to make the decision regarding virtual/hybrid offerings for Florida conference

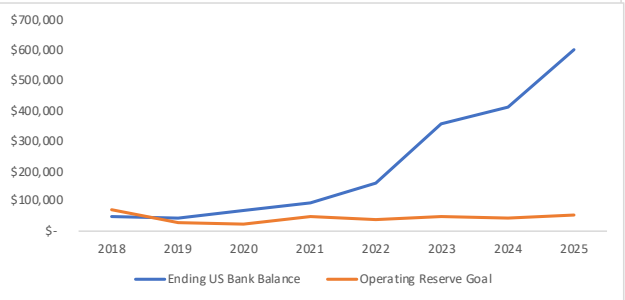
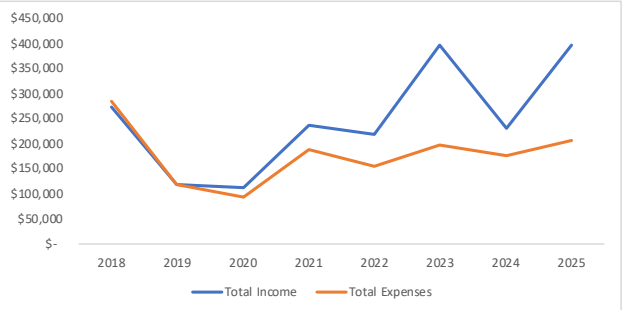
Income	2018	2019	2020	2021	2022	2023	2024	2025
Total Direct Public Support	\$ 56,600	\$ 52,830	\$ 51,800	\$ 47,694	\$ 68,000	\$ 68,000	\$ 68,000	\$ 68,000
Total Other Types of Income	\$ 19,906	\$ 22,222	\$ 27,406	\$ 44,406	\$ 75,000	\$ 75,000	\$ 75,000	\$ 75,000
Total Membership Dues	\$ 28,380	\$ 34,485	\$ 30,239	\$ 35,745	\$ 67,500	\$ 81,000	\$ 81,000	\$ 81,000
Total Program Income	\$ 196,175	\$ 44,199	\$ 32,989	\$ 139,327	\$ 73,000	\$ 251,500	\$ 86,500	\$ 251,500
Total Special Events Income	\$ -	\$ -	\$ -	\$ 4,750	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
<b>Total Income</b>	<b>\$ 272,682</b>	<b>\$ 119,251</b>	<b>\$ 112,196</b>	<b>\$ 236,177</b>	<b>\$ 217,500</b>	<b>\$ 396,000</b>	<b>\$ 231,000</b>	<b>\$ 396,000</b>

Expenses	2018	2019	2020	2021	2022	2023	2024	2025
Total Business Expenses	\$ 2,278	\$ 1,919	\$ 1,960	\$ 2,158	\$ 1,800	\$ 1,800	\$ 1,838	\$ 1,876
Total Contract Services	\$ 77,068	\$ 70,405	\$ 68,954	\$ 93,975	\$ 101,100	\$ 126,200	\$ 128,850	\$ 131,556
Total Operations	\$ 7,781	\$ 9,970	\$ 11,680	\$ 10,049	\$ 13,550	\$ 10,550	\$ 10,772	\$ 10,998
Total Program Activities	\$ 185,903	\$ 26,298	\$ 9,800	\$ 62,540	\$ 17,050	\$ 43,100	\$ 17,459	\$ 45,826
Total Other Types of Expenses	\$ 192,458	\$ 33,815	\$ 10,788	\$ 83,126	\$ 32,050	\$ 58,850	\$ 33,435	\$ 62,032
Total Travel and Meetings	\$ 4,524	\$ 1,243	\$ -	\$ -	\$ 6,000	\$ -	\$ -	\$ -
<b>Total Expenses</b>	<b>\$ 284,109</b>	<b>\$ 117,352</b>	<b>\$ 93,381</b>	<b>\$ 189,308</b>	<b>\$ 154,500</b>	<b>\$ 197,400</b>	<b>\$ 174,894</b>	<b>\$ 206,462</b>

<b>Net Income</b>	<b>\$ (11,427)</b>	<b>\$ 1,899</b>	<b>\$ 18,814</b>	<b>\$ 46,869</b>	<b>\$ 63,000</b>	<b>\$ 198,600</b>	<b>\$ 56,106</b>	<b>\$ 189,538</b>
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<b>Beginning US Bank Balance</b>		<b>\$ 49,152</b>	<b>\$ 43,233</b>	<b>\$ 68,253</b>	<b>\$ 93,590</b>	<b>\$ 156,590</b>	<b>\$ 355,190</b>	<b>\$ 411,296</b>
<b>Ending US Bank Balance</b>	<b>\$ 49,152</b>	<b>\$ 43,233</b>	<b>\$ 68,253</b>	<b>\$ 93,590</b>	<b>\$ 156,590</b>	<b>\$ 355,190</b>	<b>\$ 411,296</b>	<b>\$ 600,833</b>

<b>Operating Reserve Goal</b>	<b>\$ 71,027</b>	<b>\$ 29,338</b>	<b>\$ 23,345</b>	<b>\$ 47,327</b>	<b>\$ 38,625</b>	<b>\$ 49,350</b>	<b>\$ 43,724</b>	<b>\$ 51,616</b>
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## **Corporate (coordinate/discuss with fundraising/scholarship committee)**

Individual Corporate Membership – Business leaders who have an interest in working with local governments. Membership \$250 per calendar year.

Large Business Membership – Businesses with more than 200 employees who have an interest in working with local governments. Each Large Business Member may designate up to ten (10) employees as Individual Corporate Members of LGHN. Membership \$2,000 per calendar year.

Small Business Membership – Businesses with 200 or fewer employees who have an interest in working with local governments. Each Small Business Member may designate up to five (5) employees as Individual Corporate Members of LGHN. Membership dues \$1,000 per calendar year.

*Any additional member added to Large or Small Business Membership is \$100 per calendar year.*

Should there be a category for executive search firms that allow for a set number or unlimited job postings? If each were given 5 postings per month/6 postings for the year at \$100 per posting that would be \$6,000. LGHN could give a discounted rate. The \$75 rate would be \$4,500, so perhaps offer membership at \$5,000 per year. If they reach the cap, offer discounted rate per posting?

Memberships vs. sponsorships? Memberships have occasionally been offered for some sponsorships as part of a sponsor package.

What are the benefits of corporate membership?

- Access to database
- Promotion on website
- Participation in planning/presenting at LGHN conference
- Seat on the board – Voting? Non-voting?
- Other?

## **Benefits of Membership (align with value statement)**

The LGHN offers its members a variety of services and programs. Through a growing network of members and cities, the following benefits are available to LGHN members:

### *Network of People – Sharing Expertise and Best Practices*

Members are the strength of any association. As a result of joining the LGHN, you will become a part of a network of professionals working in local government. Through the LGHN, you will be in contact with individuals who are leaders in their communities. This is a wonderful opportunity to exchange and share on-the-job ideas, request information about local management solutions and learn about best practices. This is a great way to get support from your peers!

### *Listing in the LGHN Membership Directory*

Through LGHN membership, you will join a growing list of local government professionals whose contact information is published in an annual membership directory. This directory and membership list is an invaluable networking tool. The directory is also available to executive recruitment firms seeking candidates for competitive recruitment and job placements.



## *Education*

Our LGHN conferences and workshops seek to bring the latest information to you about local government practices, trends, topics and issues. These events provide you an opportunity to communicate with other professionals working in local government and related professions. Additional member services are provided such as personal financial planning and access to career development coaches. The LGHN website will provide you with articles and reports relevant to local government issues and our electronic newsletters provides the latest information about members, local news, best practice programs, and linkages to employment opportunities. **Add statement on scholarships, professional development opportunities with LGHN affiliates, etc.**

## *Other Affiliate Service Opportunities*

LGHN members are often sought by other related organizations such as the International City/County Management Association (ICMA). LGHN members participate in these organizations in order to provide insight and representation in committees focused on topics relevant to local government management and issues.

A limited number of local organizations currently exist. To learn more about them, and the resources available to help start new chapters, visit the “Chapters” area in the “About LGHN” section of our website.??

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## Chapter Dues:

Single Jurisdiction Chapters: Small Jurisdiction \$1,000  
Large Jurisdiction \$2,000

Regional Chapters: Small Local Government \$500 per jurisdiction  
Large Local Government \$1,000 per jurisdiction  
Individuals from other jurisdictions: \$75 per person  
Chapters may collect additional funds to reimburse the administrative jurisdiction and to support regional events/activities

## Local Government Hispanic Network Account List

Account	Balance
US Bank - checking:Conference Cash AHLN	14,919.28
US Bank - checking:Frances Gonzalez Scholarship	10,229.71
US Bank - checking:Joel Valdez	428.03
US Bank - checking:LGHN Conference	39,763.66
US Bank - checking:Operating Cash	48,489.15
US Bank - checking:Operating Reserves	23,345.35
 bank balance	 137,175.18

## Local Government Hispanic Network Budget vs. Actuals: 2021 Operating

	Actual	Budget	Year End Est.	2022	2023	Budget Notes
<b>Income</b>						
<b>Direct Public Support</b>						
Corporate Support - MissionSquare	40,000.00	50,000.00	40,000.00	40,000.00	40,000.00	# 1
Corporate Support - Other (TBD)				25,000.00	25,000.00	# 2
Individual Support		500.00	500.00			
<b>Total Direct Public Support</b>	<b>\$ 40,000.00</b>	<b>\$ 50,500.00</b>	<b>\$ 40,500.00</b>	<b>\$ 65,000.00</b>	<b>\$ 65,000.00</b>	
<b>Other Types of Income</b>						
Advertising Sales	47,545.80	28,000.00	55,000.00	75,000.00	75,000.00	# 3
Miscellaneous Revenue	460.00	460.00	460.00	475.00	500.00	# 4
<b>Total Other Types of Income</b>	<b>\$ 48,005.80</b>	<b>\$ 28,460.00</b>	<b>\$ 55,460.00</b>	<b>\$ 75,475.00</b>	<b>\$ 75,500.00</b>	
<b>Program Income</b>						
LGHN Dinner Registrations	4,125.00	7,500.00	4,125.00	4,000.00	4,000.00	
LGHN Dinner Sponsorships	600.00	5,000.00	1,600.00	1,000.00	1,000.00	
<b>Membership Dues</b>						
Chapters	9,000.00	12,000.00	9,000.00	40,500.00	55,000.00	# 5
Corporate	1,300.00	2,000.00	1,300.00	2,000.00	2,000.00	
Individual	4,645.00	4,500.00	4,645.00	4,500.00	4,500.00	
Local Government	21,000.00	14,250.00	21,750.00	20,000.00	18,000.00	# 6
<b>Total Membership Dues</b>	<b>\$ 35,945.00</b>	<b>\$ 32,750.00</b>	<b>\$ 36,695.00</b>	<b>\$ 67,000.00</b>	<b>\$ 79,500.00</b>	
<b>Total Program Income</b>	<b>\$ 40,670.00</b>	<b>\$ 45,250.00</b>	<b>\$ 42,420.00</b>	<b>\$ 72,000.00</b>	<b>\$ 84,500.00</b>	
<b>Special Events Income</b>						
Special Events Contributions	4,750.00		4,900.00	2,500.00	2,500.00	# 7
<b>Total Special Events Income</b>	<b>\$ 4,750.00</b>	<b>\$ 0.00</b>	<b>\$ 4,900.00</b>	<b>\$ 2,500.00</b>	<b>\$ 2,500.00</b>	
<b>Total Income</b>	<b>\$ 133,425.80</b>	<b>\$ 124,210.00</b>	<b>\$ 143,280.00</b>	<b>\$ 214,975.00</b>	<b>\$ 227,500.00</b>	
<b>Gross Profit</b>	<b>\$ 133,425.80</b>	<b>\$ 124,210.00</b>	<b>\$ 143,280.00</b>	<b>\$ 214,975.00</b>	<b>\$ 227,500.00</b>	
<b>Expenses</b>						
<b>Business Expenses</b>						
Business Registration Fees	80.00	100.00	80.00	100.00	100.00	
Constant Contact	417.66	450.00	500.00	250.00	0.00	# 8
PayPal / Stripe Fees	1,691.71	1,300.00	2,000.00	2,100.00	2,200.00	
<b>Total Business Expenses</b>	<b>\$ 2,189.37</b>	<b>\$ 1,850.00</b>	<b>\$ 2,580.00</b>	<b>\$ 2,450.00</b>	<b>\$ 2,300.00</b>	

<b>Contract Services</b>						
Accounting Fees	1,000.00	850.00	1,000.00	1,100.00	1,200.00	
Outside Contract Services	92,975.25	75,000.00	105,000.00	100,000.00	125,000.00	
<b>Total Contract Services</b>	<b>\$ 93,975.25</b>	<b>\$ 75,850.00</b>	<b>\$ 106,000.00</b>	<b>\$ 101,100.00</b>	<b>\$ 126,200.00</b>	# 9
<b>Operations</b>						
Computer Software	804.22	625.00	900.00	1,000.00	1,100.00	# 10
Postage, Mailing Service	11.55	250.00	12.00	50.00	50.00	
Printing and Copying	32.45	250.00	35.00	250.00	50.00	# 11
Supplies	53.88	75.00	55.00	50.00	50.00	
Telephone, Telecommunications	1,633.40	2,200.00	2,000.00	2,050.00	2,100.00	
Website	7,513.00	13,050.00	8,900.00	12,000.00	10,000.00	# 12
<b>Total Operations</b>	<b>\$ 10,048.50</b>	<b>\$ 16,450.00</b>	<b>\$ 11,902.00</b>	<b>\$ 15,400.00</b>	<b>\$ 13,350.00</b>	
<b>Other Types of Expenses</b>						
Advertising/Marketing Expenses	3,854.88	1,500.00	3,854.00	4,000.00	4,000.00	
Board of Directors Retreat						
Retreat		150.00		1,500.00	250.00	# 13
<b>Total Board of Directors Retreat</b>	<b>\$ 0.00</b>	<b>\$ 150.00</b>	<b>\$ 0.00</b>	<b>\$ 1,500.00</b>	<b>\$ 250.00</b>	
Contributions to Affiliates	1,500.00	3,000.00	3,000.00	3,000.00	3,000.00	# 14
Contributions to Chapters				3,000.00	4,000.00	
Insurance - Liability, D and O	858.00	858.00	858.00	900.00	950.00	
Other Costs	305.53	2,000.00	306.00	500.00	500.00	
<b>Program Activities</b>						
Catering (ICMA Dinner)	3,600.00	12,500.00	8,458.30	12,000.00	12,000.00	
Other Costs	19.81	1,000.00	50.00	100.00	125.00	
Postage/Shipping (ICMA Booth)		500.00	1,232.00	500.00	1,200.00	
Printing/Copy (ICMA Dinner/Poster)		500.00	238.00	250.00	300.00	
Stipends and Speaker Fees		500.00		500.00	500.00	
<b>Total Program Activities</b>	<b>\$ 3,619.81</b>	<b>\$ 15,000.00</b>	<b>\$ 9,978.30</b>	<b>\$ 13,350.00</b>	<b>\$ 14,125.00</b>	
Special Events	5,067.50		5,067.50	5,000.00	5,000.00	# 15
Special Projects	5,000.00	5,000.00	5,000.00	5,000.00	5,000.00	
Transfer to Scholarship Fund		5,000.00				
<b>Total Other Types of Expenses</b>	<b>\$ 20,205.72</b>	<b>\$ 32,508.00</b>	<b>\$ 28,063.80</b>	<b>\$ 33,250.00</b>	<b>\$ 32,825.00</b>	

<b>Travel and Meetings</b>										
<b>Conf, Conv, Meeting-Nat'l</b>			1,500.00	1,660.00	5,000.00	5,000.00				
<b>Meeting Travel-Reg'l</b>			500.00		1,000.00	1,000.00				
<b>Total Travel and Meetings</b>	<b>\$</b>	<b>0.00</b>	<b>\$</b>	<b>2,000.00</b>	<b>\$</b>	<b>6,000.00</b>	<b>\$</b>	<b>6,000.00</b>		
<b>Total Expenses</b>	<b>\$</b>	<b>126,418.84</b>	<b>\$</b>	<b>128,658.00</b>	<b>\$</b>	<b>150,205.80</b>	<b>\$</b>	<b>158,200.00</b>	<b>\$</b>	<b>180,675.00</b>
<b>Net Operating Income</b>	<b>\$</b>	<b>7,006.96</b>	<b>-\$</b>	<b>4,448.00</b>	<b>-\$</b>	<b>6,925.80</b>	<b>\$</b>	<b>56,775.00</b>	<b>\$</b>	<b>46,825.00</b>
<b>Other Income</b>										
<b>Prior Year Budget Surplus</b>			15,797.17	15,797.17	8,871.37					
<b>Total Other Income</b>	<b>\$</b>	<b>0.00</b>	<b>\$</b>	<b>15,797.17</b>	<b>\$</b>	<b>15,797.17</b>	<b>\$</b>	<b>8,871.37</b>		
<b>Net Other Income</b>	<b>\$</b>	<b>0.00</b>	<b>\$</b>	<b>15,797.17</b>	<b>\$</b>	<b>15,797.17</b>	<b>\$</b>	<b>8,871.37</b>		
<b>Net Income</b>	<b>\$</b>	<b>7,006.96</b>	<b>\$</b>	<b>11,349.17</b>	<b>\$</b>	<b>8,871.37</b>	<b>\$</b>	<b>65,646.37</b>		

### **Budget Notes**

Does not include AHLN, Scholarship, Joel Valdez, conference accounts

Some differences because 2022 is non-conference year and 2023 is conference year

- # 1. Mission Square has committed to a minimum of \$40,000 through 2025 and may increase its contribution
- # 2. Working on getting annual sponsor @ \$25,000 (United Health Care or other)
- # 3. Anticipates raising the job posting fees to \$100 per posting - Additional \$20,000 per year
- # 4. PHN purchases at-cost Zoom license through LGHN - this could increase with other chapters
- # 5. 2022 will add OR & WA Chapters at minimum, future chapters are CO, IL, FL, CA, MI (expand), San Antonio, and other TX
- # 6. Local Government members could decline as regional chapters are established
- # 7. Joint reception with affiliates at ICMA; LGHN has received payments from NFBPA & I-NAPA to pay their share
- # 8. Constant Contact will go away if new membership management software and website are approved
- # 9. Consider aligning MP contract with 2-year budget cycle.
- # 10. Quick Books and email costs
- # 11. Anticipate brochure updates for membership and Madrinas/Padrinos program for use at conferences
- # 12. Include one-time cost for new membership management software and website in 2022.
- # 13. Anticipates in-person retreat in 2022 and after the conference in 2023
- # 14. Suggesting separate categories for affiliates, e.g., NFBPA and support to LGHN chapters
- # 15. ICMA joint reception with NFBPA & I-NAPA



**2020-2021 LGHN Board of Directors/Executive Committee**

<p><b>Raymond Gonzales, President /Executive Committee</b> Term expires: 2022 Adams County County Manager 4430 S. Adams County Pkwy. Brighton, CO 80601 Phone: 720-523-6829 Cell: 720-556-4086 <a href="mailto:rgonzales@adcogov.org">rgonzales@adcogov.org</a></p>	<p><b>Rolando Fernandez, Immediate Past President/ Executive Committee</b> Term: expires 2022 City of Austin Director, Office of Contract Management 105 W. Riverside Dr., Suite 205 Austin, TX 78740 Phone: 512-974-7749 Cell: 512-621-8844 <a href="mailto:rolando.fernandez@austintexas.gov">rolando.fernandez@austintexas.gov</a></p>
<p><b>Samantha Tavares, President-Elect/Executive Committee</b> Term: expires 2022 City of Phoenix Special Projects Administrator Office of the City Manager 200 W Washington Street Phoenix, AZ 85003 Phone: 602-495-5676 Cell: 408-386-9896 <a href="mailto:samantha.tavares@phoenix.gov">samantha.tavares@phoenix.gov</a></p>	<p><b>Ramiro Inguanzo, Vice President for Professional Development/Executive Committee</b> Term expires: 2023 Bal Harbour Village Assistant Village Manager 655 96<sup>th</sup> St. Bal Harbour, FL 33154 Phone: 305-993-7312 Cell: 305-450-7146 <a href="mailto:ringuanzo@balharbourfl.gov">ringuanzo@balharbourfl.gov</a></p>
<p><b>Bob Harrison, Vice President for Membership/ Executive Committee</b> Term: expires 2022 City of Yakima City Manager 129 N. Second Street Yakima, WA 98901 Phone: 509-731-6294 Cell: 509-731-6294 <a href="mailto:Bob.Harrison@yakimawa.gov">Bob.Harrison@yakimawa.gov</a> <a href="mailto:Cally.Price@yakimawa.gov">Cally.Price@yakimawa.gov</a></p>	<p><b>Gricelda Estrada, Vice President for Career Advancement/Executive Committee</b> Term expires: 2023 City of Grand Rapids Executive Administrative Assistant Executive Office 300 Montrose Avenue Grand Rapids, MI 49503 Phone: 616-456-3166 Cell: 616-788-8228 <a href="mailto:gestrada@grand-rapids.mi.us">gestrada@grand-rapids.mi.us</a></p>

Local Government Hispanic Network  
Board of Directors Roster

***LGHN Board of Directors/ Directors at Large***

<p><b>Carlos Baia, Past ICMA Board Member</b> Term: expires 2023 City of Concord Deputy City Manager, Development Community Development 41 Green St., 2<sup>nd</sup> Floor Concord, NH 03301 Phone: 603-225-8595 Cell: 603-892-2000 <a href="mailto:cbaia@concordnh.gov">cbaia@concordnh.gov</a></p>	<p><b>Noel Bernal, Director at Large</b> Term: expires 2022 City of Brownsville City Manager City Hall, 2<sup>nd</sup> Floor 1001 E. Elizabeth Street Brownsville, TX 78522-09011 Phone: 956-548-6007 Cell: 956-346-1351 <a href="mailto:noel.bernal@cob.us">noel.bernal@cob.us</a></p>
<p><b>Mariana Priscilla Bojorquez, Director at Large</b> Term: expires 2023 City of Evanston Latino Engagement Librarian 1703 Orrington Ave Evanston, IL 60201 Phone: 847-448-8624 Cell: 224-532-6104 <a href="mailto:mbojorquez@cityofevanston.org">mbojorquez@cityofevanston.org</a></p>	<p><b>Maria De Leon, Director at Large</b> Term: expires: 2023 City of San Jose Deputy Director, Recreation &amp; Neighborhood Services 200 East Santa Clara Street, 9<sup>th</sup> Floor San Jose, CA 95113 Phone: 408-795-3116 Cell: 831-207-7239 <a href="mailto:Maria.DeLeon@ci.gilroy.ca.us">Maria.DeLeon@ci.gilroy.ca.us</a></p>
<p><b>Raoul Lavin, Director at Large</b> Term expires: 2023 City of Tallahassee Assistant City Manager 300 S. Adams Street Tallahassee, FL 32301 Phone: 850-891-8149 Cell: 850-212-3673 <a href="mailto:Raoul.Lavin@talgov.com">Raoul.Lavin@talgov.com</a></p>	<p><b>Ramón Pérez-Goizueta, MBA, Director at Large</b> Term Expires: 2023 Chief Compliance Officer Bureau of Compliance &amp; Independent Auditing Department of Employment Services 4058 Minnesota Avenue NE, Suite 3100 Washington, DC 20019 Phone: 202-671-1673 Cell: 202-210-1569 <a href="mailto:Ramon.Perez-Goizueta2@dc.gov">Ramon.Perez-Goizueta2@dc.gov</a></p>
<p><b>Matt Rivera, Director at Large</b> Term Expires: 2022 Director, Community Safety and Well-being 4430 S. Adams County Parkway, Suite C1901 Brighton, CO 80601 Phone: 720-253-6194 Cell: 505-975-9947 <a href="mailto:mrivera@adcogov.org">mrivera@adcogov.org</a></p>	<p><b>Ramiro Salazar, Director at Large</b> Term: expires 2022 Library Director, San Antonio Public Library 600 Soledad San Antonio, TX Phone: 210-207-2644 Cell: 210-381-6153 <a href="mailto:Ramiro.Salazar@sanantonio.gov">Ramiro.Salazar@sanantonio.gov</a></p>
<p><b>Marcus Steele, Director at Large</b> Term Expires: 2023 Finance Manager Arts &amp; Culture Department 1 East Main Mesa, AZ 85201 Phone: 480-644-6602 Cell: 602-526-0329 <a href="mailto:Marcus.Steele@mesaaz.gov">Marcus.Steele@mesaaz.gov</a></p>	

Local Government Hispanic Network  
Board of Directors Roster

**LGHN Liaisons**

<p><b>Orlando Cruz, ICMA-RC Liaison</b> Senior Vice President, Chief Revenue and Sales Officer ICMA-RC 777 N. Capitol Street NE, Suite 600 Washington, DC 20002-4290 Phone: 202-682-5272 Cell: 202-365-5325 <a href="mailto:OCruz@missionsq.org">OCruz@missionsq.org</a></p>	<p><b>Victor Cardenas, ICMA Board Liaison</b> Assistant City Manager City of Novi 45175 W 10 Mile RD Novi, MI 48375-3006 Phone: 248-347-0450 Cell: 248-756-4143 <a href="mailto:vcardenas@cityofnovi.org">vcardenas@cityofnovi.org</a></p>
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**LGHN Staff and Office Information**

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November 5, 2021

TO: International City/County Management Association Southeast Region Nominating Committee

RE: Endorsement of Jorge M. Gonzalez for ICMA Southeast Regional Vice President

The Local Government Hispanic Network (LGHN) Board of Directors is delighted to submit this letter of endorsement for Jorge M. Gonzalez for ICMA Southeast Regional Vice President. During his more than 30 years in local government, Jorge has served in some of the largest, most diverse and most complex communities in the United States, such as Miami-Dade County, Florida; Montgomery County, Maryland and Arlington County, Virginia. For over 12 years, he served as the City Manager for the City of Miami Beach, Florida, a large, complex, diverse, internationally recognized city of approximately 100,000 permanent residents and more than 15 million visitors per year. Since November 2013, he has served as the Village Manager of Bal Harbour, Florida, a high-end residential community, and luxury travel destination.

Jorge has been an active and committed long-time member of the Local Government Hispanic Network, having served on the LGHN Board of Directors from 1998-2005, including as an active participant in the transition of LGHN to full non-profit status. In 2000 he hosted the Board's Strategic Planning session and in 2009 he hosted the LGHN Annual Conference in Miami Beach, Florida. He has continued his involvement through actively promoting participation by his staff in LGHN leadership and assisting with and participating in various regional and national conference sessions sponsored by LGHN.

Jorge has also been an active member of ICMA since 1996, having served on Conference Planning, Conference Evaluation, and Conference Host Committees over the years. He has been a speaker at various ICMA conference sessions. In 1999 he gave the "Highlighted" presentation on Y2K and in 2010 he gave the Keynote Speaker introduction and moderated the Q & A session. He has served on important ICMA projects such as the Strategic Planning Task Force and currently serves on the International Committee. He has given talks to visiting delegations and has been a guest speaker on behalf of ICMA in Central America and the Caribbean. He is a more than 20-year member of the Florida City/County Management Association (FCCMA) and the Miami-Dade City/County Management Association (MDCCMA) and he has held leadership positions in each of these professional organizations. In addition, for the past 10 years, Jorge has served as an Adjunct Professor at the University of Miami, teaching a class on *Government in Metropolitan Areas*, sharing his practical expertise and experience as well as encouraging students to pursue a career in local government.



During his career, Jorge has demonstrated his support for the profession and the communities he has served. His commitment to community engagement and diversity are qualities that will serve ICMA and the affiliate organizations well, as they continue to progress. As ICMA looks to the future and the challenges and opportunities ahead, Jorge has the experience, insight and compassion to greatly contribute to the ICMA Board's goal of "ensuring that local governments and the association reflect the diversity of the communities we serve." His nomination is important to the continued diversity and inclusion of Hispanic representation of the ICMA Executive Board as Ray Gonzalez transitions off the Board next year. His nomination will also result in the first Hispanic to hold a Vice President Southeast Region seat in more than 3 decades.

It is, therefore, with great pleasure and excitement that I enthusiastically submit this letter of support for Jorge M. Gonzalez on behalf of the LGHN Board of Directors.

Sincerely,

Karen L. Davis  
Executive Director  
Local Government Hispanic Network