



Advancing Excellence and Inclusiveness in Local Government

Agenda
July 7, 2023
9:00 am PT/noon ET

Board of Directors

Samantha Tavares
President

Bob Harrison
President-Elect

Raymond Gonzales
Immediate Past President

Marcus Steele
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

Hazel Wetherford

A. Call to Order/Roll Call/Welcome

B. APPROVAL: Consent Agenda – Receive and Approve

1. Board Meeting Summary June 2, 2023*
2. Board Meeting Attendance Report for 2023/2022*
3. Financial Reports End of June 2023*

C. DISCUSSION/APPROVAL:

1. Discuss and Approve the Executive Committee’s 2023 Emerging Leader Award Recommendation* – *Samantha Tavares*
2. Discuss and Approve the Board of Directors’ Election Ballot
3. Discuss and Approve 2023/2024 LGHN Biennial Conference Location: City of Mesa Convention Center, Mesa, AZ* – *Samantha Tavares and Marcus Steele*
 - a. 2024 Conference: January 17- Evening reception, 18 – All day and 19 – All day
 - b. 2024 Annual Board Retreat: Either January 17 or January 20

D. Discussion:

1. Discuss LGHN Affiliate Membership Rates.* – *Christine Butterfield*
2. LGHN Committee Update* – *Board Chairs*
3. LGHN Board Liaison Reports
 - a. ICMA Board and ICMA International Committee – *Victor Cardenas*
 - b. MissionSquare – *Ines Guerrero*
 - c. NACA – *Gabe Rodriguez*

E. Informational Items

1. Debrief LGHN June Events
 - a. Affiliates Webinar June 15, 2023
 - b. Madrinas y Padrinos kickoff June 6, 2023
2. Discuss Chapters’ Meeting Agenda for July 21, 2023 – *Marcus Steele*
 - a. Review and update chapter membership goals and requests for assistance
 - b. Review and update LGHN webinar schedule
 - c. Discuss status of March 17, 2023, input session “Now you are a chapter, what’s next?” and review the next steps
3. Review Affiliate Presentations/Sessions at ICMA Conference in Austin, TX

*Supporting documents included

Board Liaison

Victor Cardenas

ICMA Liaison

Gabe Rodriguez

NACA Liaison

Ines Guerrero

MissionSquare

Retirement Liaison

- a. Tickets open for the LGHN dinner in Austin, TX scheduled 10/1 at Stubb's from 6:35 pm to 10:00 pm (concurrent with ICMA conference registration)
- b. Affiliate reception scheduled 10/2 at the conference hotel from 5:30 to 7:30 pm
- c. Affiliates submitted jointly 17 sessions to the conference planning committee
 - i. NACA hosting two sessions
 - ii. LGHN hosting one session
 - iii. NFBPA hosting one session
4. Discuss E-newsletter and Upcoming Issues
 - a. Distributed to about 1,500 LGHN contacts (*current membership estimates 1,249 excluding new Michigan Chapter*)

F. Future Board Meeting Agenda Items

1. Review and Approve the Biennial Conference Rates and Program – *TBD*
2. Affiliate Agreement with the Illinois LGHN Chapter – *TBD 2023*
3. Budget Update, Fees Review and Baker Tilly Performance Review – *Summer 2023*
4. ICMA Affiliate Agreement Renewal – *Fall/Winter 2023*
5. Discuss chapters' promotional items and distribution plan
6. Review and Discuss Board Member Meetings with Potential Corporate Sponsors
 - a. Sustaining sponsorship outreach goal \$150,000
 - b. Biennial conference sponsorship goal of \$100,000

G. Future Meeting Dates and LGHN 2023 Events

1. **July 11, 2023 – Affiliate Webinar**
2. **July 20, 2023 – PHN Webinar**
3. **July 27, 2023 – Madrinas y Padrinos DiSC Assessment from 9 am to 1 pm PT**
4. August 4, 2023 – LGHN Board Meeting
5. August 14, 2023 – ICMA Conference presentations due
6. September 1, 2023 - LGHN Board Meeting
7. *October 1, 2023 – LGHN Dinner at the ICMA Conference: Stubb's Barbeque, Austin, TX*
8. *October 1-4, 2023 – ICMA Annual Conference, Austin, TX*
9. October 6, 2023 - LGHN Board Meeting
10. December 1, 2023 - LGHN Board Meeting
11. January 5, 2024 - LGHN Board Meeting
12. *January 17, 18 and 19 – LGHN 2023/24 Biennial Conference, Mesa, AZ*
13. February 2, 2024 - LGHN Board Meeting

H. Adjournment



Local Government Hispanic Network

Board Meeting Summary of June 2, 2023

Board Members in Attendance: Samantha Tavares (President), Bob Harrison, Marcus Steele, Ramiro Inguanzo, Carlos Baia, Raoul Lavin, Alejandra Lopez, Matt Rivera, Ramiro Salazar, Ramon Perez-Goizueta, and Hazel Wetherford

Board Members Absent: Raymond Gonzales, Gricelda Estrada, Mariana Bojorquez, and Noel Bernal

Board Liaisons in Attendance: Gabriel Rodriguez (NACA Board Liaison), and Ines Guerrero (MissionSquare Liaison)

Board Liaisons Absent: Victor Cardenas (ICMA Board Liaison)

LGHN Staff: Christine Butterfield and Karen Davis

Guest: Mike Mucha, GFOA Deputy Executive Director

1) Call to Order/Roll Call/Welcome

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

2) APPROVAL: Consent Agenda – Receive and Approve

- a. Board Meeting Summary May 5, 2023
- b. Board Meeting Attendance Report for 2023/2022
- c. Financial Reports End of May 2023

Motion to approve by Bob Harrison

Seconded by Ramiro Inguanzo

Unanimously approved

3) DISCUSSION/APPROVAL

- a. Discuss and Approve Postponement of the LGHN Biennial Conference in Orlando, FL from November 2023 to 2025 (*date to be determined at an upcoming meeting*)
- b. Discuss and Approve 2023/2024 LGHN Biennial Conference Site

Samantha Tavares presented the email that she shared with the board of directors on May 25, 2023, recommending that the board postpone the biennial conference in Orlando, FL from November 2023 to January 18-19, 2024, and move the location to Mesa, AZ due to the lack of sponsorship support in Florida.

Following the presentation and board discussion, the board approved postponing the scheduled conference at the Caribe Royale in Orlando, FL in November 2023 to a date to be determined in late 2025 or early 2026 and to pay the 50% change fee to the hotel.

Samantha shared that the hotel/convention center change fee charged by the Caribe Royale would be included in the upcoming biennial conference program budget in Mesa, AZ. Alex requested that the board formally approve the selection of Mesa, AZ as the new conference location at a future board meeting.

Motion to approve by Ramiro Salazar

Seconded by Carlos Baia

Unanimously approved

- c. Discuss and Approve Municipal Management Association of Northern California Affiliate Agreement* – *Christine Butterfield*
 - i. Partnership agreement to collaborate on the development of webinar and conference sessions
 - ii. Leverage MMANC relationships and exposure to develop a California Chapter of LGHN

Motion to approve by Bob Harrison

Seconded by Hazel Wetherford

Unanimously approved

- d. Discuss and Approve \$1,500 NFBPA Emerge Sponsorship Request* – *Christine Butterfield*

Christine reviewed the request from NFBPA and confirmed that the board had budgeted funds to cover the sponsorship. Also, she noted the Dr. Philip Harris continues to expand LGHN's network by adding members and introducing the associations to new prospective sponsors.

Motion to approve by Raoul Lavin

Seconded by Ramiro Inguanzo

Unanimously approved

- e. Discuss and Approve LGHN Board Designee to the ICMA Conference 2024 Planning Committee

Samantha requested board members to volunteer to serve on the conference planning committee and represent LGHN. Bob Harrison volunteered, and Matt Rivera offered to serve as the alternate.

Motion to approve by Hazel Wetherford

Seconded by Alex Lopez

Unanimously approved

4) DISCUSSION

- a. LGHN Committee Update – *Board Chairs*

- b. LGHN Board Liaison Reports
 - i. ICMA Board and ICMA International Committee – *Victor Cardenas*
 - ii. MissionSquare – *Orlando Cruz replacement pending*
 - a) MissionSquare press release*
 - b) MissionSquare email*
- c. NACA – *Gabe Rodriguez*

Ines Guerrero introduced herself to the board and shared she would serve as the new liaison from MissionSquare. She discussed her passion for the mission of LGHN and that the acting executive director's, Deanna Santana's reminded Ines to share with the board MissionSquare's continued commitment to LGHN.

5) Future Board Meeting Items – See posted agenda

6) Informational Items – See posted agenda

Samantha Tavares adjourned the meeting at 10:30 am PT.

Board of Directors Meeting Attendance 2023 and 2022

<i>Name</i>	<i>12/22</i>	<i>1/23</i>	<i>2/23</i>	<i>3/23</i>	<i>4/23</i>	<i>5/23</i>	<i>6/23</i>	<i>7/23</i>	<i>8/23</i>	<i>9/23</i>	<i>ICMA 10/1-10/4</i>	<i>11/23</i>
Samantha Tavares	A	X	X	X	A	X	X					
Bob Harrison	X	X	X	A	X	X	X					
Raymond Gonzales	A	A	A	A	A	A	A					
Ramiro Inguanzo	A	A	X	A	X	A	X					
Gricelda Estrada	A	A	A	X	X	X	A					
Carlos Baia	X	X	X	X	X	X	X					
Raoul Lavin	A	X	X	A	X	X	X					
Noel Bernal	X	X	X	X	A	A	A					
Mariana Bojorquez	X	X	A	X	A	X	A					
Alejandra Lopez	X	X	X	X	A	X	X					
Ramón Pérez-Goizueta	A	A	X	X	A	A	X					
Ramiro Salazar	A	X	X	A	A	X	X					
Marcus Steele	A	X	X	X	A	X	X					
Matt Rivera	A	X	A	X	X	X	X					
Hazel Wetherford	X	A	X	X	A	X	X					
Victor Cardenas (ICMA Board)	A	X	X	X	A	X	A					
Gabriel Rodriguez (NACA Board)	X	X	A	A	A	X	X					
Orlando Cruz/Ines Guerrero (June 2023) (MissionSquare)	A	X	A	X	A	X	X					

Updated July 3, 2023

Board of Directors Meeting Attendance 2023 and 2022

Name	Workshop 1/22	2/22	3/22	4/22	5/22	6/22	7/22	8/22	9/22	ICMA	10/22	LGHN Annual Meeting	Retreat 11/22
Raymond Gonzales	Present	Absent	Present	Absent	Absent	Present	Present	Absent	Absent		Present		Absent
Samantha Tavares	Present	Absent	Present	Present	Present	Present	Present	Present	Absent	X	Present	X	Present
Rolando Fernandez	Present	Present	Present	Present	Present	Present	Present	Present	Present		Present		Absent
Bob Harrison	Present	Absent	Present	Present	Present	Absent		Absent	Present		Present		Present
Ramiro Inguanzo	Present	Present	Present	Present	Present	Present	Present	Present	Present		Present		Present
Gricelda Estrada	Present	Present	Absent	NFBPA	Absent	Absent	Present	Present	Present		Present	X	Present
Carlos Baia	Present	Present	Present	Present	Absent	Absent	Present	Present	Present		Transition	X	Present
Noel Bernal	Present	NFBPA	Present	Present	Absent	Present	Transition	Transition	Present	X	Present	X	Present
Mariana Bojorquez	Absent	Present	Present	Present	Present	Present	Present	Present	Absent		Absent	X	Present
Alejandra Lopez						Present	Present	Present	Present	X	Present	X	Present
Raoul Lavin	Present	Present	Absent	Present	Present	Florida CMA	Present	Present	Absent	X	Present	X	Present
Ramón Pérez-Goizueta	Present	Absent	Present	Absent	Present	Present	Present	Absent	Absent		Absent		Absent
Ramiro Salazar	Absent	Present	Absent	Absent	Absent	Present	Present	Present	Present		Present		Absent
Marcus Steele	Absent	Present	Present	Present	Present	Absent	Absent	Present	Present	X	Present	X	Present
Matt Rivera	Present	Present	Present	Absent	Present	Present	Present	Present	Present	X	Present	X	Present
Hazel Wetherford	X												
Victor Cardenas	Present	Present	Present	Present	Present	Present	Present	Present	Present	X	Absent		Absent
Gabriel Rodriguez	Present	Present	Present	Present	Present	Present	Present	Present	Present	X	Absent	X	Present

Local Government Hispanic Network Profit & Loss Budget vs. Actual January through December 2023

	<u>Jan - Dec 23</u>	<u>Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
43400 · Direct Public Support			
43450 · Individual Support	15.58		
43455 · Corporate Support	55,000.00	55,000.00	100.0%
43457 · Scholarship	5,989.28	4,000.00	149.73%
Total 43400 · Direct Public Support	<u>61,004.86</u>	<u>59,000.00</u>	<u>103.4%</u>
46400 · Other Types of Income			
46410 · Advertising Sales	97,550.00	191,250.00	51.01%
46430 · Miscellaneous Revenue	300.00	500.00	60.0%
Total 46400 · Other Types of Income	<u>97,850.00</u>	<u>191,750.00</u>	<u>51.03%</u>
47200 · Program Income			
47209 · Annual Meeting Sponsorship	2,000.00		
47230 · Membership Dues			
47231 · Chapters	10,000.00	40,000.00	25.0%
47232 · Corporate	0.00	0.00	0.0%
47233 · Individual	8,109.17	3,000.00	270.31%
47234 · Local Government	16,100.00	7,500.00	214.67%
47237 · Regional Chapter Florida-LG	4,882.29		
47238 · Regional Chapter Florida-SM	2,858.79		
47239 · Regional Chapter Illinois	3,750.00		
47240 · Regional Chapter Central Texas	1,833.33		
47241 · Regional Chapter Colorado	7,916.66		
Total 47230 · Membership Dues	<u>55,450.24</u>	<u>50,500.00</u>	<u>109.8%</u>
47270 · LGHN Dinner Registrations	400.00	16,000.00	2.5%
47271 · LGHN Dinner Sponsorships	0.00	0.00	0.0%
Total 47200 · Program Income	<u>57,850.24</u>	<u>66,500.00</u>	<u>86.99%</u>
49000 · Special Events Income			
49010 · Special Events Contributions	0.00	5,000.00	0.0%
Total 49000 · Special Events Income	<u>0.00</u>	<u>5,000.00</u>	<u>0.0%</u>
Total Income	<u>216,705.10</u>	<u>322,250.00</u>	<u>67.25%</u>
Gross Profit	216,705.10	322,250.00	67.25%
Expense			
60900 · Business Expenses			
60920 · Business Registration Fees	0.00	120.00	0.0%
60960 · Merchant Services Fees	4,767.22	9,000.00	52.97%
Total 60900 · Business Expenses	<u>4,767.22</u>	<u>9,120.00</u>	<u>52.27%</u>
62100 · Contract Services			
62110 · Accounting Fees	1,000.00	1,200.00	83.33%
62150 · Outside Contract Services	78,231.51	180,000.00	43.46%
Total 62100 · Contract Services	<u>79,231.51</u>	<u>181,200.00</u>	<u>43.73%</u>
65000 · Operations			
65009 · Computer Software	775.75	1,600.00	48.48%
65020 · Postage, Mailing Service	466.57	1,000.00	46.66%
65030 · Printing and Copying	0.00	500.00	0.0%
65040 · Supplies	4.62	10.00	46.2%
65050 · Telephone, Telecommunications	1,475.53	2,000.00	73.78%
65060 · Website	7,543.87	12,000.00	62.87%
Total 65000 · Operations	<u>10,266.34</u>	<u>17,110.00</u>	<u>60.0%</u>
65100 · Other Types of Expenses			
Board of Directors Retreat	0.00	1,500.00	0.0%
65110 · Advertising/Marketing Expenses	335.62	4,000.00	8.39%

Local Government Hispanic Network Profit & Loss Budget vs. Actual January through December 2023

	<u>Jan - Dec 23</u>	<u>Budget</u>	<u>% of Budget</u>
65120 · Insurance - Liability, D and O	905.00	1,000.00	90.5%
65140 · Contributions	1,500.00	1,500.00	100.0%
65160 · Other Costs	0.00	500.00	0.0%
65170 · Scholarships Awarded	0.00	1,600.00	0.0%
65180 · Special Events	0.00	7,000.00	0.0%
65185 · Program Activities			
Catering	4,745.50	12,000.00	39.55%
Entertainment	0.00	1,500.00	0.0%
Other Costs	0.00	1,200.00	0.0%
Postage/Shipping	0.00	500.00	0.0%
Printing/Copy	0.00	500.00	0.0%
Stipends and Speaker Fees	0.00	1,600.00	0.0%
Total 65185 · Program Activities	<u>4,745.50</u>	<u>17,300.00</u>	<u>27.43%</u>
65190 · Special Projects, Chap Support	0.00	5,000.00	0.0%
Total 65100 · Other Types of Expenses	<u>7,486.12</u>	<u>39,400.00</u>	<u>19.0%</u>
68300 · Travel and Meetings			
68310 · Conf, Conv, Meeting-Nat'l	66.00	5,000.00	1.32%
68320 · Meeting Travel-Reg'l	0.00	1,000.00	0.0%
Total 68300 · Travel and Meetings	<u>66.00</u>	<u>6,000.00</u>	<u>1.1%</u>
Total Expense	<u>101,817.19</u>	<u>252,830.00</u>	<u>40.27%</u>
Net Ordinary Income	<u>114,887.91</u>	<u>69,420.00</u>	<u>165.5%</u>
Net Income	<u><u>114,887.91</u></u>	<u><u>69,420.00</u></u>	<u><u>165.5%</u></u>

Local Government Hispanic Network Account Listing

June 28, 2023

<u>Account</u>	<u>Balance Total</u>	<u>Description</u>
10000 · US Bank - checking	170,179.24	
10000 · US Bank - checking:Frances Gonzalez Scholarship	20,310.04	
10000 · US Bank - checking:Joel Valdez	428.03	
10000 · US Bank - checking:LGHN Conference	0.00	
10000 · US Bank - checking:Operating Cash	126,095.82	
10000 · US Bank - checking:Operating Reserves	23,345.35	
25001 · Florida Chapter Payable	2,310.55	LGHN owes to the LFLG chapter
25003 · Illinois Chapter Payable	300.00	LGHN owes to the IL-LGHN chapter
25004 · Colorado Chapter Payable	3,998.39	LGHN owes to the Jutos Colorado chapter
25005 · Central TX Chapter Payable	1,138.95	LGHN owes to the CTX Chapter.
Actual Operating	118,347.93	

Emerging Leaders Award Nomination Form

EMERGING
LEADERS
AWARD
LOCAL
GOVERNMENT
HISPANIC
NETWORK



Nominee Name: Naemi Gomez Martinez
Title: Community Relationships Program Manager
Organization: City of Reno
Address: PO Box 1900
City: Reno **State:** NV **Zip Code:** 89505
Telephone: 775.399.2156
Email: gomez2n@reno.gov

Nominee must be an LGHN member.

Has the nominator confirmed that the nominee is an LGHN member? Yes No

Who should be contacted regarding the nomination?

Nominator name: Bob Harrison
Telephone: _____
Email: bob.harrison@yakimawa.gov

Descriptive narrative: In no more than 2 pages, please describe the following:

- Describe nominee's career path/positions held.
- Describe the nominee's commitment to his/her profession and contributions to the LGHN organization and mission.
- Describe the nominee's commitment and contributions to regional, state and/or national professional associations.
- Describe how the nominee has demonstrated leadership in the nominee's organization and/or community.
- What other personal or professional characteristics would distinguish the nominee as an "emerging leader?"

Robert W. Harrison

Nominator's Signature

Naemi Gomez

Nominee's Supervisor's Signature



Describe nominee's career path/positions held.

Noemi is a first-generation Latina born and raised in Reno, Nevada. She graduated from the University of Nevada, Reno with her Bachelor of Science degree in Business Management Administration, Bachelor of Arts in Spanish and a minor in Spanish Translation in 2016. Upon graduating, she served as a recruiter for the University of Nevada, Reno. After 2 years, Noemi decided to return to higher education for her Master's degree in Social Work and graduated in 2020. During this time, she was a graduate assistant/program coordinator for the Community of Bilingual English-Spanish Speakers Program (CBESS), a SEPA grant seeking to increase the number of bilingual English-Spanish students who want to pursue paths in science, technology, engineering, math (STEM)-healthcare fields. She also served as an intern for Oncology at a local hospital and at the City of Reno the second half of the program. Through her experience, she found passion in local government and the impact it has in all communities and the importance of having representation. Post-graduation, she wanted to begin her career in local government and be actively involved in policy for the betterment of the community and be able to serve as a voice for minority and disadvantaged communities. Noemi began her full-time career in local government at the City of Reno in April 2021. She has served as a Management assistant and Community Liaison for the City Manager's Office and City Council. She currently serves as the Community Relationships Program Manager in the City Manager's Office. In her active role, she focuses on fostering public and private community relationships to address mutual community challenges, develop strategic partnerships, and maximize resources for efficient and inclusive opportunities to advance organizational diversity, equity, and inclusion goals.

Describe the nominee's commitment to his/her profession and contributions to the LGHN organization and mission.

Noemi strives to continue her profession in local government to serve her community and inspire the next generation of local government leaders to engage in active roles. She believes in the power of uplifting underserved communities through advocacy, education, and relationships. Noemi embodies the definition of the Local Government Hispanic Networks Mission. Through her growing expertise, she works diligently to strategize on improving community's access to government and implement diversity, equity, and inclusion efforts. Her understanding of the Latino and minority community in Reno has inspired her to implement more inclusionary efforts to engage this community to enhance engagement and their quality of life. She is active in her community and continues to build strong relationships to find innovative ways to work with the community to better serve their needs. She is guided through her compassion and empowerment.

Noemi's eagerness to continue to learn and develop her leadership skills led her to be an active participant of the Padrinos y Madrinas mentoring program. She became a member of Local Government Hispanic Network and International City County Management Association. Mentorship has been a big part of her life and this program is no exception. She has expressed that mentorship is her guiding principle. She was, has, and continues to be mentored by empowering individuals that have guided her to be the leader she is today and she has mentored since 2011, starting with the Dean's Future Scholars Program and has not stopped since.

Describe the nominee's commitment and contributions to regional, state and/or national professional associations.

Noemi has just started her public service career. Last year she was able to attend her first ICMA Conference. She is also very interested in the LGHN. She has joined the LGHN International Committee and she has additional interests in service at LGHN.

Describe how the nominee has demonstrated leadership in the nominee's organization and/or community.

Noemi is an active member in her community aside from the leadership role at the City of Reno. She serves as the Nevada Latino Alumni Chapter President. An alumni chapter at the University of Nevada, Reno that focuses on building a community through alumni relations, supports academic excellence, and is a contributing voice past graduation. The chapter seeks to collaborate with the University in efforts to increase Latino graduation rates and help pave a stronger path to higher education in the community. In addition, she sits on the Board of Directors for Community Health Alliance (CHA), a federally qualified health center with locations all across northern Nevada. She also sits on the Finance committee for CHA.

Noemi is also an active board member for the Dean's Future Scholars (DFS) program. A program that empowers low-income, first generation students to graduate high school and achieve higher education by fostering long-term relationships and equipping students with the knowledge, skills, and support in order for them to become responsible and productive citizens. She sits on the board for the Latino Research Center that serves as a nexus between the Latino community and the University of Nevada, Reno with the mission to foster research, student achievement, faculty collaboration, advocacy and outreach in a manner that best meets the educational needs and goals of the State of Nevada and best honors the intellectual and cultural capital of the Latino presence in our state.

Lastly, she is a committee member for the Northern Nevada International Center, a program that builds bridges of understanding and fosters global engagement through international exchanges, refugee resettlement and language access.

What other personal or professional characteristics would distinguish the nominee as an "emerging leader?"

Noemi is committed and has passion in all that she does. Her honesty, communication skills, and her willingness to delegate/work as a team has allowed her to be in leadership roles. She supervises staff members and has been very successful. She is goal oriented and expresses that it is important to meet people where they are for better outcomes. She is proactive in all that she does and believes that one of the ways to be an effective leader is by being compassionate and truly listening to the needs of your team.

Emerging Leaders Award Nomination Form



Nominee Name: Joe Camacho

Title: Race Equity Coordinator

Organization: Adams County, Colorado- Community Safety and Well-Being Department

Address: 4430 South Adams County Parkway

City: Brighton **State:** Colorado **Zip Code:** 80601

Telephone: 720-523-6939

Email: jcamacho@adcogov.org

Nominee must be an LGHN member.

Has the nominator confirmed that the nominee is an LGHN member? **Yes** **No**

Who should be contacted regarding the nomination?

Nominator name: Eddie Valdez- Human Services Deputy Director- Adams County, Colorado

Telephone: 720-523-2907

Email: evaldez@adcogov.org

Descriptive narrative: In no more than 2 pages, please describe the following:

- Describe nominee's career path/positions held.
- Describe the nominee's commitment to his/her profession and contributions to the LGHN organization and mission.
- Describe the nominee's commitment and contributions to regional, state and/or national professional associations.
- Describe how the nominee has demonstrated leadership in the nominee's organization and/or community.
- What other personal or professional characteristics would distinguish the nominee as an "emerging leader?"

Eddie D. Valdez

Nominator's Signature

Paolo Arino

Nominee's Supervisor's Signature





Human Services Center

720.523.2000
11860 Pecos St.
Westminster, CO 80234
adcogov.org

Dear Christine Butterfield,

On behalf of the newest chapter of LGHN, Juntos Colorado, we would like to nominate Mr. Joe Camacho of Adams County, Colorado for the 2023 LGHN Emerging Leaders Award. Mr. Camacho is the founding president of our chapter, which was established in January of 2023.

Prior to joining Adams County as a race equity coordinator within the community safety and wellbeing department, Mr. Camacho worked to increase access for people of color to better-paying jobs, particularly through education. Mr. Camacho recognizes that access to education and wages has been difficult for families, so he has worked to break the poverty cycle by preparing younger generations to get certifications and degrees. Mr. Camacho has always been deeply invested in public service and his history working in the community college system, with a school district, and for a private scholarship foundation speak to this passion.

Mr. Camacho helped lead the efforts to establish Juntos Colorado, a regional chapter of LGHN. Mr. Camacho worked to help establish the bylaws, secure the fiscal administrator, and submitted Juntos Colorado’s application for its regional chapter recognition, which was approved in early 2023. As Juntos Colorado continues to develop, Mr. Camacho continues to lead and be involved in strategic planning, securing speakers, and growing its regional members. The tremendous dedication and passion that Mr. Camacho brings to the group, continuously inspires our community to join in the effort to uplift equity, networking, and mentorship.

Mr. Camacho is a member of the Government Alliance on Race and Equity (GARE) and is also a member of the International City/County Management Association (ICMA). As the first race equity coordinator in Adams County, his role is to adapt, develop, coordinate, and implement programs in Adams County communities that address racial and ethnic disparities. Economic inequity has always existed, but the public health crisis has widened the racial poverty gap for Adams County residents despite being one of the first majority-minority counties in Colorado. As such, Mr. Camacho has begun the development of a countywide race equity framework, which addresses the economic, environmental, housing, workforce, and physical and mental health as keys to achieving equity goals. He is also working to develop an external race equity group in Adams County to help drive the race equity framework toward achieving equitable outcomes across the state of Colorado.

BOARD OF COUNTY COMMISSIONERS

Eva J. Henry
DISTRICT 1

Charles “Chaz” Tedesco
DISTRICT 2

Emma Pinter
DISTRICT 3

Steve O’Dorisio
DISTRICT 4

Lynn Baca
DISTRICT 5

In addition to helping establish Juntos Colorado, Mr. Camacho has developed and implemented equity-based questions for the community safety and wellbeing project charters, equity and lived experience statements for job descriptions, and equity-based questions for job interviews. He has also developed unconscious bias training focused on race equity for code enforcement that can be implemented for a wider audience.

It is an honor to work with Mr. Camacho, who in his personal life is a devoted father and husband. He carries an energetic and vivacious spirit of servant leadership. He develops people and causes that are dear to his heart, using curiosity, encouragement, and inclusivity. Mr. Camacho is a man of the people, and he creates an infectious environment that empowers the Juntos Colorado team to make positive changes in our community and beyond. Because of his innovation and dedication, we, Mr. Camacho's fellow Juntos Colorado Board members, are proud to submit his name for consideration for the prestigious 2023 LGHN Emerging Leaders Award.

Sincerely,

Eddie Valdez

*Deputy Director, Human Services Department
Performance, Operations, and Strategic Outcomes*

ADAMS COUNTY, COLORADO

11860 Pecos St. Westminster, CO 80234

O: 720.523.2907 | evaldez@adcogov.org | www.adcogov.org



LGHN BIENNIAL CONFERENCE | JANUARY 17 - 19, 2024

Mesa Convention Center
MESA, ARIZONA



SPONSORSHIP OPPORTUNITIES

*Connect.
Collaborate.
Succeed.*



Affiliate & Partner Organizations

LGHN is proud to have developed affiliate relationships with professional organizations within local government.





About LGHN



LGHN is the leading support organization for Hispanic local government professionals.

The Local Government Hispanic Network (LGHN) develops and supports public-sector leaders who reflect the communities they serve. As a not-for-profit agency, LGHN operates in two ways: as a forum for individuals who are interested in programs and issues related to the Hispanic population, and as a consortium of local governments that serve a significant Hispanic population. LGHN's membership totals 1,000 members and is anticipated to significantly increase in the next three years.

LGHN works to grow the number of Hispanics in local government through a network of chapters throughout the country.

Come and engage one on one with our members and affiliates. LGHN maintains collaboration agreements with the International City/County Management Association (ICMA), National Forum for Black Public Administrators (NFBPA), International Network of Asian Professional Administrators (I-NAPA), National Association of County Administrators (NACA), Civic Pride, and Government Finance Officers Association (GFOA).

Locations

LGHN is proud to have established chapters in 6 states across the nation; and is currently forming chapters in 4 additional states, including our nation's Capital.



CURRENT CHAPTERS

Arizona:

- Phoenix
- Mesa
- Glendale
- Scottsdale
- Chandler

Colorado

Florida

Illinois

Michigan

Central Texas



FORMING CHAPTERS

Washington

New Mexico

California

Washington D.C. Metro



LOCAL GOVERNMENT MEMBERS



PARTNERSHIPS

Visit the [LGHN website](#) for a complete list of members.



BECOME A 2024 LGHN BIENNIAL CONFERENCE SPONSOR

Connect face-to-face with members, affiliates, and partners by supporting diversity, equity, and inclusion through programming. In addition, you will gain the following:



GROW BRAND RECOGNITION WITH LOCAL GOVERNMENT LEADERS



BUILD VALUABLE PERSONAL CONTACTS & RELATIONSHIPS



STRENGTHEN COMPANY RECOGNITION AS A SUPPORTER OF THE HISPANIC COMMUNITY



MAXIMIZE COMPANY POTENTIAL WITH ACCESS TO EXCLUSIVE DEMOGRAPHIC DATA AND HELP LOCAL LEADERS LEVERAGE THE IMPACT OF DIVERSITY ALLOWING LOCAL GOVERNMENTS TO BETTER REFLECT OUR COMMUNITIES



Explore a variety of topics including:



EXPANDING BORDERS

- Smash the “glass ceiling”
- Leadership lessons and ethics
- Regionalism best practices
- Identity issues and related topics
- International sessions

GROW YOUR COMMUNITY CULTURE



- Community engagement
- Civility and crucial community conversations
- Promote Hispanic Heritage in your community and organization
- Cultivate your organization’s talent: Succession planning
- Build community inclusivity
- What’s stopping YOU?



INNOVATE AND REINVENT

- Sustainability
- Affordable housing
- SMART cities

MANAGING DIVERSE COMMUNITIES



- Why is this important?
- Letting go of assumptions
- How to foster, cultivate, and preserve a culture of diversity

ORO SPONSOR

\$20,000

- **Reserved space for Sponsor banner at registration**
- **Recognition as a signature sponsor**
- **Speak at a conference session related to company product**
- **Recognition on all printed materials, in social media and on the LGHN website**
- **Free conference exhibit space**
- **4 complimentary conference registrations**
- **Option to provide materials and online product coupons for attendees**
- **Digital roster of all conference attendees**



Other Ways to Contribute

We encourage local governments to join as a jurisdiction and help ensure a more broad and expansive representation for LGHN.

For information, visit our website at LGHN.org.

To Commit to Sponsor or for More Information, Contact:

CHRISTINE BUTTERFIELD
Executive Director, LGHN
cbutterfield@lghn.org
(510) 761-4440

KAREN L. DAVIS
Staff Support, LGHN
kdavis@lghn.org
(408) 221-8458



PLATA SPONSOR

\$10,000

- **Recognition as a signature sponsor**
- **Recognition on all printed materials, in social media and on the LGHN website**
- **Free conference exhibit space**
- **2 complimentary conference registrations**
- **Option to provide materials and online product coupons for attendees**
- **Digital roster of all conference attendees**



BRONCE SPONSOR

\$5,000

- **Recognition as a signature sponsor**
- **Recognition on all printed materials, in social media and on the LGHN website**
- **Free conference exhibit space**
- **Option to provide materials and online product coupons for attendees**
- **Digital roster of all conference attendees**





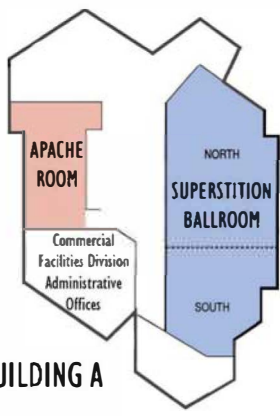
LOCAL GOVERNMENT
HISPANIC
NETWORK

LGHN Biennial Conference
City of Mesa, AZ Convention Center
Program Framework
January 17 - 19, 2024

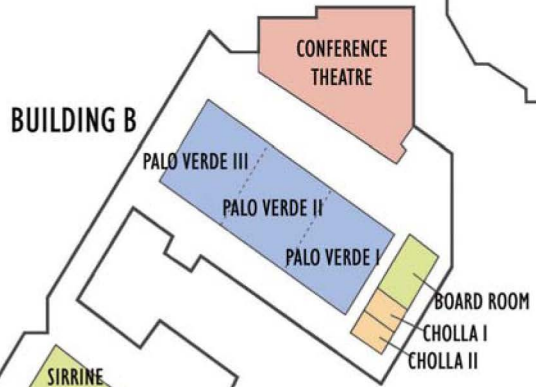
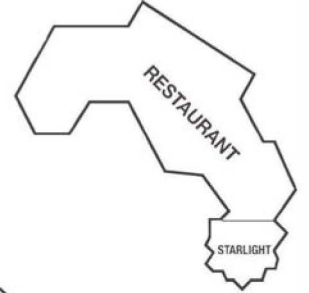
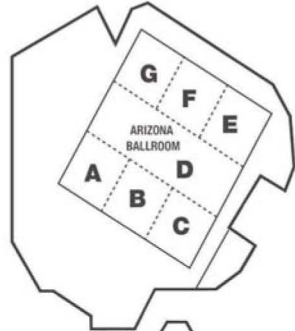
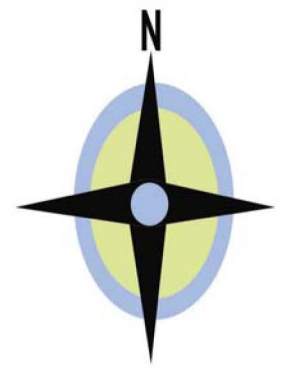
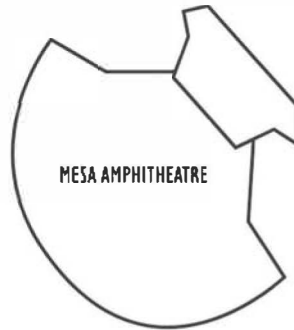
January 17	January 18	January 19
<ul style="list-style-type: none"> • Noon to 5 pm - Check-in 	<ul style="list-style-type: none"> • 8:00 to 9:00 am -Continental Breakfast • 9:00 to 10:30 am -Opening session -Sponsors' welcome • 10:30 am to 1:30 pm -Box lunch -Three to four site tours • 1:30 pm to 4:30 pm -Eight concurrent sessions 	<ul style="list-style-type: none"> • 8:00 to 9:00 am -Continental Breakfast • 9:00 to 10:30 am -Opening Session -Governor remarks • 10:30 am to 1:30 pm -Box lunch -Three to four site tours • 1:30 pm to 4:30 pm -Eight concurrent sessions
<ul style="list-style-type: none"> • 5:00 to 7:00 pm -Welcome reception at the Delta Hotel <p style="text-align: center;"><i>Dinner on your own</i></p>	<ul style="list-style-type: none"> • 5:00 to 8:00 pm -Awards Reception at Post hosted by the City of Mesa -Joel Valdez Award -Emerging Leader Award <p style="text-align: center;"><i>Dinner on your own</i></p>	<ul style="list-style-type: none"> • 4:30 to 6:30 pm -Closing reception in convention center plaza hosted by LGHN -Raffle -Board thank you to members <p style="text-align: center;"><i>Dinner on your own</i></p>

LGHN Biennial Conference 2024 in Mesa AZ Ideas

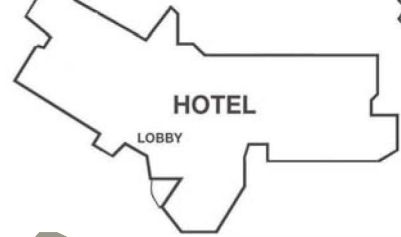
1. Morning tours – Voting with Your Feet/Learn with Your Feet: See what the City does possibilities, within 2 block walking distance from the Convention Center including:
 - Main Library Think Spot for public maker space
 - Downtown facade improvement and revitalization
 - ASU Sidney Poitier New American Film School/virtual reality collaboration for our Mesa General Plan Update
 - The Studios at the Mesa City Center with shared workspace/collaborative space center and discussion on supporting small businesses
 - Mesa Art Center- backstage tours, discussion on inclusive programming such as adaptive use and being first
 - Contemporary art museum
 - Natural history museum
 - Idea museum/center
2. New topics
 - Unhoused services
 - Adaptive reuse
 - Water conservation
 - Opioid intervention services
 - Climate change and public health (wildfire hazard)
 - PD crime data center
3. Arts and culture
4. Key Notes
 - Governor of Arizona
 - Cesar Chavez family member



BUILDING A

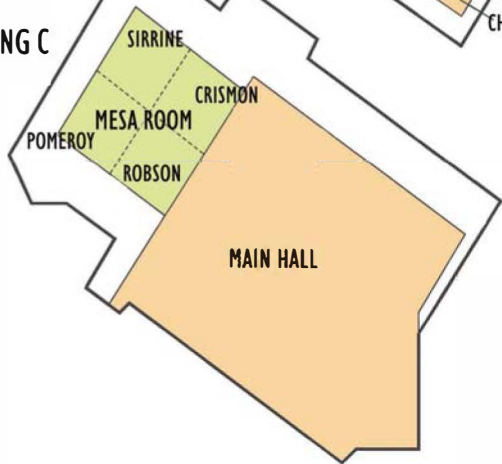


BUILDING B



HOTEL

BUILDING C



www.mesaconventioncenter.com
480-644-2178

Room	Ceiling Ht.	Size	Sq. Ft.	Theatre	Classroom	Banquet	Reception
Main Hall	22'	100x150	15,000	1,815	778	928	1,500
Mesa Room	10'	51x62	3,090	300	144	208	300
Surrine, Pomeroy	10'	27x31	837	70	40	48	80
Crismon, Robson	10'	24x31	744	60	36	40	75
Conference Theatre	-	52x58	3,016	-	100	-	-
PaloVerde Ballroom	16'	87x53	4,567	450	300	304	450
PaloVerde I, II, or III	16'	29x53	1,522	150	99	104	150
Cholla I, II	10'	21x13	273	20	12	16	25
Cholla I & II	10'	21x26	553	50	32	32	55
Executive Boardroom	10'	29x19	550	-	-	-	-
Apache Room	7.1'	30x54	1,620	140	72	104	160
Superstition	9.2'	51x90	4,600	522	300	304	450
Superstition North	9.2'	51x62	3,288	336	208	200	320
Superstition South	9.2'	30x51	1,560	132	68	96	160

Mesa Convention Center

Event Estimate

Mesa Convention Center • 263 North Center Street, P.O. Box 1466 • Mesa, AZ 85211 • (480) 644-2178

EVENT: LGHN Biennial Conference
EVENT DATE: Janaury 17-19, 2024
LESSEE: Local Government Hispanic Network
EVENT #: 6112

MESA CONVENTION CENTER ESTIMATED EXPENSES

EXPENSE CATEGORY	TOTALS
Rental: Building B x 2 days (Wed., 1/17 set up from 8am-5pm)	\$3,847.50
Catering: Continental Breakfast and Boxed Lunches x 2 days for 175ppl	\$14,194.58
Equipment: COMP risers and podiums/ (10) Vendor Tables x \$25 each	\$324.90
Audio/Visual Service: Custom AV Quote Provided by Premier AV - TBD	\$0.00
Utilities: Vendor Power COMP for Building B	\$0.00
Staffing: Custodial	\$480.00
Ticketing:	\$0.00
Damages:	\$0.00
Expense Subtotal	\$18,846.98
Equipment or Space changes made 72 hours or less to event will incur additional fees.	\$0.00
TOTAL CONVENTION CENTER EXPENSE	\$18,846.98
TOTAL AMOUNT DUE TO THE MESA CONVENTION CENTER	\$18,846.98

NOTES: 50% City Supported Rental Discount with \$10,000 Food and Beverage Minimum, exclusive of taxes and service charge.

*Estimate based on expected attendance given at time of inquiry. Changes may result in additional charges.

Prices Valid through: 7/5/2023

Prepared by:

Updated 06/14/2020 Rates/Menus/SF/Taxes

Please review our Rules and Regulations, available at mesaconventioncenter.com, or from your sales manager.

The Mesa Convention Center provides free parking, and offers two Electric Vehicle Charging Stations.

Discussion of LGHN Membership Fees Compared to Affiliates	LGHN	NFBPA	ICMA	GFOA	NACA	National League of Cities	Notes
Individual Membership							GFOA: To join as an individual, your jurisdiction must also join as a member of GFOA. Based on population.
Individual	\$ 175.00	\$ 200.00					
Student	\$ 10.00	\$ 35.00	\$ 25.00	\$ 25.00	Free		LGHN: ICMA Students are free
Associate	\$ 50.00			\$ 225.00	\$75-\$175		NACA: Individual membership rate based on population.
Federal				\$ 150.00			
Faculty				\$ 40.00			
Associate Primary		\$ 1,100.00					
Associate Sustaining		\$ 2,200.00					
Associate Gold		\$ 5,500.00					
Retiree		\$ 100.00	\$ 50.00	\$ 35.00	Free		
CAOs and ACAOs (annual salary x 0.0065) Up to...			\$ 1,200.00				Small Community Discount for CAOs and ACAOs (annual salary x 0.0065 x 0.20 up to \$960.00)
Department Heads and Mid-Management /Entry-Level Staff			\$ 200.00				
LGHN City/County/Special District Membership				***	***	***	*** See corresponding sheets below for additional detail (GFOA, NACA, and Natl League of Cities)
Small Local Government 1-999 employees (maximum 7 members)	\$ 750.00	\$ 1,100.00					NFBPA: less than 300 employees - includes membership for 2 employees
		\$ 2,200.00					NFBPA: 300-751 employees - includes membership for 3 employees
Large Local Government 1000+ employees (maximum 15 members)	\$ 1,500.00	\$ 5,500.00					NFBPA: 751+ employees - includes membership for 5 employees
Single Jurisdiction Chapter (unlimited number of members)							
Small Local Government	\$ 1,000.00						
Large Local Government	\$ 2,000.00						
Regional Chapter (unlimited number of members)							
Small Local Government	\$ 500.00						
Large Local Government	\$ 1,000.00						
Professors and Private Sector			\$ 200.00				

LGHN City/County/Special District Membership	Current	Proposed LGHN Memberships and Rates (Phase 1)	Proposed LGHN Memberships and Rates (Phase 2)
Small Local Government - population up to 125,000 (maximum 7 members)	\$ 750.00	\$1,000 (\$1,225 + \$3,000 - one job posting/month)	\$1,500
Large Local Government - population of 125,001 or more (maximum 15 members)	\$ 1,500.00	\$2,250 (\$2,625 + \$3,000 - one job posting/month)	\$3,000
Single Jurisdiction Chapter (unlimited number of members)		Single Jurisdiction Chapter (unlimited number of members)	Single Jurisdiction Chapter (unlimited number of members)
Small Local Government - population up to 125,000 (unlimited number of members)	\$ 1,000.00	\$1,500	\$1,500
Large Local Government - population of 125,001 or more (unlimited number of members)	\$ 2,000.00	\$2,750	\$3,000
Regional Chapter (unlimited number of members)		Regional Chapter (unlimited number of members)	Regional Chapter (unlimited number of members)
Small Local Government - population up to 125,000 (unlimited number of members)	\$ 500.00	\$600	\$750
Large Local Government - population of 125,001 or more (unlimited number of members)	\$ 1,000.00	\$1,500	\$2,000
Individual Membership		Individual Membership	Individual Membership
	\$ 175.00	no change	TBD

POPULATION	👤	💰	💵
0 – 4,999	1	\$160	\$150
5,000 – 9,999	1	170	150
10,000 – 19,999	1	190	150
20,000 – 29,999	1	225	150
30,000 – 39,999	2	250	150
40,000 – 49,999	2	305	150
50,000 – 74,999	3	595	150
75,000 – 99,999	3	640	150
100,000 – 199,999	4	840	150
200,000 – 299,999	5	1,145	150
300,000 – 499,999	5	1,305	150
500,000 – 749,999	6	1,775	150
750,000 – 999,999	6	3,050	150
More than 1,000,000	7	4,620	150

Cities and Counties

If you work for a city or county, please use the fee schedule to the left. Dues are based on the **population of your city or county**.

[JOIN GFOA](#)

Retirement Systems

If you work for a retirement system, please use the fee schedule to the right. For retirement systems, dues are based on the **total number of participants in your system (both inactive and active)**.

[JOIN GFOA](#)

MEMBERS	👤	💰	💵
0 – 4,999	1	\$160	\$150
5,000 – 9,999	1	270	150
10,000 – 24,999	2	420	150
25,000 – 49,999	2	540	150
50,000 – 99,999	3	770	150
100,000 – 249,999	4	1,205	150
More than 250,000	5	1,655	150

Special Districts

A Special District is classified as any public entity operating independently as a single enterprise fund, such as a utility district, library district, park district, or sheriff's office. If you work for a Special District, please use the fee schedule to the left. Dues are based on the **number of full-time employees in your district**.

EMPLOYEES	👤	💰	💵
0 – 99	1	\$160	\$150
100 – 499	1	280	150
500 – 999	2	500	150
1,000 – 4,999	3	700	150
5,000 – 9,999	4	885	150
10,000 – 19,999	5	1,080	150
20,000 – 29,999	6	1,295	150
More than 30,000	6	1,605	150

School Districts

Any K-12 public school district is eligible for School District membership (community colleges are considered Special Districts).

If you work for a K-12 public school district, please use the fee schedule to the right. Dues are based on the **total student enrollment in your district**.

[JOIN GFOA](#)

STUDENT ENROLLMENT	👤	💰	💵
0-1,999	1	\$160	\$150
2,000 - 4,999	1	280	150
5,000 - 9,999	2	500	150
10,000 - 14,999	3	700	150
15,000-29,999	4	885	150
30,000-49,999	5	1,080	150
50,000-99,999	6	1,295	150

100,000 plus	6	1,605	150
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State

POPULATION	INDIVIDUAL FEE
State & Province: Population 0 – 1 Million	\$160
State & Province: Population 1 – 5 Million	190
State & Province: Population 5 – 10 Million	225
State & Province: Population Over 10 Million	250

At the state level, there is no department/agency membership. All memberships are individually held. If you are a state employee, please use the fee schedule to the left. Dues are based on **your state's population.**

[JOIN GFOA](#)

Categories of NACA Membership

Block State Members

State-based associations of county managers and administrators qualify for block membership in the National Association of County Administrators (NACA) when the state association's members join NACA as corporate, associate, or honorary members (as appropriate). State associations shall be eligible for a dues discount of \$50 per person when block membership is verified.

The following states currently participate in NACA block membership:

- Arizona
- Florida
- Illinois
- Kansas
- Maine
- Maryland
- Michigan
- North Carolina
- Ohio
- Oregon
- Virginia
- Wisconsin

Dues

Block state member dues are \$50 per individual per year (paid by the state association).

Corporate Members

If you are a county administrator or county manager, you are eligible for corporate membership in the association.

A county administrator is that individual and/or their assistant(s) and staff, regardless of official title, who is directly responsible to the governing body or elected chief executive and whose official duties are primarily devoted to general management or administration of county activities.

Dues

Population <30,000 | \$75

Population 30,000-100,000 | \$125

Population >100,000 | \$175

Student Member

Any individual enrolled in a full-time or part-time education program who is not eligible to be a corporate member may become a student member upon the approval of the Regional Vice President from the applicant's region and payment of any applicable dues.

Dues

Free

Associate Members

If you are not eligible to become a corporate member, but have a professional interest in the objectives and programs of this association, you may become an associate member.

Dues

Associate member dues are \$35 per individual per year.

Retired Member

Any corporate member of NACA or a county government professional who has retired and wishes to remain affiliated with the NACA. Membership of this type shall require a written verification of retirement sent to the Secretary-Treasurer, the approval of the Regional Vice President for the applicant's region, and payment of any applicable dues. If a retired member returns to full-time work, this type of membership and corresponding dues will convert to the appropriate type of membership until the member re-retires, at which time the retired member status will be reinstated.

Dues

Free

FY2022-FY2023 Membership Dues

In 2017, the National League of Cities Board of Directors adopted a policy to implement an annual dues adjustment based on the Consumer Price Index (CPI). The maximum dues adjustment is capped at three percent (3%), regardless of CPI. Current NLC dues population categories are based on the 2010 U.S Census as finalized totals from the 2020 count have not yet been released by the Census Bureau. The membership dues adjustment for FY2023 is 3%, effective October 1, 2022.

For questions, please call us at 877-827-2385 or email at membership@nlc.org.

2022 OFFICERS

President
Vince Williams
Mayor
Union City, Georgia

First Vice President
Victoria Woodards
Mayor
Tacoma, Washington

Second Vice President
David Sander, Ph.D.
Councilmember
Rancho Cordova, California

Immediate Past President
Kathy Maness
Councilmember
Lexington, South Carolina

**Chief Executive Officer/
Executive Director**
Clarence E. Anthony

Four methods to remit membership dues:

ACH Transfer

Account Name: National League of Cities
Account Number: 2000033034119
Routing/ Transit Number: 121000248
Bank Name: Wells Fargo Bank, N.A.
Bank Address: 1300 I St., NW 12th Fl
Washington, D.C. 20005

Credit Card

my.nlc.org/eweb

First Class Mail

National League of Cities
PO Box 70511
Philadelphia, PA 19176-0511

Overnight Mail

Lockbox Services (Box #4047)
National League of Cities
MAC Y1372-045
401 Market Street
Philadelphia, PA 19106

POPULATION	FY22 DUES	FY23 DUES
Under 1,000	\$283	\$292
1,001-2,000	\$578	\$595
2,001-5,000	\$871	\$897
5,001-10,000	\$1,202	\$1,239
10,001-20,000	\$1,604	\$1,652
20,001-30,000	\$2,004	\$2,064
30,001-40,000	\$3,508	\$3,613
40,001-50,000	\$4,106	\$4,229
50,001-60,000	\$4,810	\$4,954
60,001-70,000	\$5,816	\$5,991
70,001-80,000	\$6,409	\$6,602
80,001-90,000	\$7,212	\$7,428
90,001-100,000	\$8,416	\$8,669
100,001-125,000	\$9,415	\$9,697
125,001-150,000	\$10,418	\$10,731
150,001-175,000	\$11,426	\$11,768
175,001-200,000	\$12,422	\$12,794
200,001-225,000	\$13,426	\$13,829

POPULATION	FY22 DUES	FY23 DUES
225,001-250,000	\$14,430	\$14,863
250,001-275,000	\$15,429	\$15,892
275,001-300,000	\$16,431	\$16,924
300,001-325,000	\$17,437	\$17,960
325,001-350,000	\$18,434	\$18,987
350,001-375,000	\$19,438	\$20,021
375,001-400,000	\$20,438	\$21,051
400,001-425,000	\$21,440	\$22,084
425,001-450,000	\$22,444	\$23,117
450,001-475,000	\$23,440	\$24,143
475,001-500,000	\$24,442	\$25,176
500,001-600,000	\$25,447	\$26,210
600,001-700,000	\$26,441	\$27,234
700,001-800,000	\$27,450	\$28,273
800,001-900,000	\$28,452	\$29,306
900,001-1,000,000	\$29,454	\$30,338
1,000,001-1,333,333	\$37,266	\$38,384
1,333,334-1,666,666	\$42,076	\$43,339
Over 1,666,667	\$48,459	\$49,913



Board of Director’s Meeting 2022 and 2023 Committee Work Plans

Developed at the Board Workshop on January 8, 2022

2022 and 2023 Committee Work Plans for (Board to Reconsider at 11/1/23 Workshop)	Updated 6/29/23
<p>A. Executive Committee Chair – Samantha Tavares</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). UNDERWAY 4. Create master calendar of affiliate activities. UNDERWAY 5. Review terms of ICMA affiliate agreement and establish expectations of ICMA. UNDERWAY 6. Set time and develop agenda for leadership meeting with ICMA. 	<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.
	<ul style="list-style-type: none"> • The Executive committee will begin meeting regularly in summer 2023 to review and recommend financial policies to the full board later in 2023.

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7. Update Board commitment forms. COMPLETE 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 the Board commitments 2/22 meeting 	
B. 2023 Biennial Conference Planning Committee (with Professional Development Committee) Chairs – Carlos Baia, Raoul Lavin and Ramiro Inguanzo 1. Negotiate new training programs with SGR. COMPLETE 2. Identify topics for 2023 webinars. COMPLETE 3. Reach out to LGHN chapters to assist with regional in-person training and networking sessions. COMPLETE 4. Identify affiliate events that will include LGHN sponsored sessions. COMPLETE/UNDERWAY <ul style="list-style-type: none"> • Regular meeting time: Every other week. 	Biennial Conference - Orlando, FL, and span 11/1/23 at 5 pm – 11/3/23 move to Mesa Convention Center from 1/17 – 1/29 <u>Themes</u> Connect, collaborate, ...succeed!	1. Arizona chapters joined the conference planning committee meetings effective 6/29. 2. Committee meeting every other Thursday. 3. Sponsorship brochure updated and Samantha Tavares leading corporate engagement.
C. Career Advancement Committee Chair (and Vice President for Career Development) – Gricelda Estrada 1. Kick off the revised Madrinas y Padrinos coaching program. COMPLETE/UNDERWAY	<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. 	1. Program kickoff June 2023 and meeting through February 2024. 2. GFOA members will join the program in 2023/2024.

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<p>2. Create strategy for youth/student engagement.</p> <p>3. Outreach to executive search firms for assistance with interview skills, resume writing, etc. COMPLETE/UNDERWAY</p> <p>4. Foster university partnerships (John J College, NY; Maxwell School; ICMA Fellows; University of San Francisco and Monica Hudson)</p> <p>5. Engage more Board members to serve as mentors. COMPLETE</p> <ul style="list-style-type: none"> • Regular meeting time: As needed basis 	<ul style="list-style-type: none"> • Consider offering professional assessment tools through the Madrinasy Padrinos program • Create a similar structured program for youth through 2023. Set up meeting with youth and universities to build a pipeline of new professionals 	<p>3. Second check-in scheduled 7/27 and led by SRG following participant DiSC assessment.</p>
<p>D. Membership Committee Chair - Marcus Steele</p> <p>1. Kick off joint membership drive with ICMA.</p> <p style="margin-left: 20px;">a. Target membership outreach to Hispanic City managers</p> <p style="margin-left: 20px;">b. Target membership outreach to state associations to establish partnerships</p> <p>2. Track membership growth and report regularly to the LGHN board</p> <p>3. Work with NACA to increase County membership.</p> <p>4. Pursue new regional chapters and set priorities for 2023. (See tools on the LGHN website.)</p>	<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. 	<p><u>Formation Targeted in 2023</u></p> <p>a. <i>Illinois Chapter:</i> Leaders conducted strategic planning session in early January. Bylaws pending submission to the LGHN board. Kevin Bueso</p> <p>b. <i>Washington Chapter:</i> Yakima staff invited to present at WCCMA conference in August. Karen to provide PowerPoint for the session. Will recruit volunteer startup board at the conference. Bob Harrison</p> <p>c. <i>Michigan Chapter:</i> Meeting held 5/25 with Grand Rapids City Manager Mark Washington. In</p>

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<ul style="list-style-type: none"> Regular meeting time: Second Friday of the month at 8:30 am PT I. Chapters Advisory Subcommittee Chair – Marcus Steele. Establish advisory committee in conjunction with LGHN chapter representatives. Develop plan to engage chapters on an ongoing basis. Create a chapter recognition program. Regular meeting time: Every other month on the third Friday at 8:30 am PT 	<ul style="list-style-type: none"> Each chapter should appoint a member to the Chapters Advisory Subcommittee 	<p>process of finalizing interim/startup board. Goal to complete summer 2023.</p> <p>d. <i>New Mexico Chapter</i>: Pending next steps.</p> <p>e. <i>California Chapter(s)</i>: Hazel Wetherford assisted in scheduling a meeting with MMANC scheduled 7/14. Considering multiple chapters.</p>
<p>E. Marketing and Communications Committee Co-Chairs – Hazel Wetherford</p> <ol style="list-style-type: none"> Develop/improve social media plan. Develop communications and marketing strategy and branding. Assist with organizing posted/recorded webinars and training sessions. Social media tracking (Latino leadership institute offers a good model/Denver University) Update the LGHN website. <ul style="list-style-type: none"> Regular meeting time: TBD 	<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"> Bimonthly E-newsletter first issue released on March 27, 2023. Next issues are scheduled for 7/10 and 8/14. Committee (Hazel, Sam and staff) to reconvene this summer to discuss development of a strategic communications plan.
<p>F. Scholarships and Fund Development Committee Chair – Samantha Tavares and Raoul Lavin (Carolina LaMonica with MissionSquare)</p>	<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, 	<ol style="list-style-type: none"> Sustaining corporate membership campaign underway August through December 2022. Follow-up emails sent in January.

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<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"> • Regular meeting time: TBD 	<p>conference/programming, marketing/social media, etc.)</p> <ul style="list-style-type: none"> • 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 • Board commitments include donating to the LGHN scholarship fund 	
<p>G. International Committee Chair - Noel Bernal – Staff support Christine</p> <ol style="list-style-type: none"> 1. Develop structure for training programs. COMPLETE 2. Adapt training materials from ICMA credentialing program (adapt program to meet the needs of early to mid-career development professionals) 3. Invite LGHN members to create case studies in line with the training structure. 4. Market the training opportunities <ol style="list-style-type: none"> a. Outreach to potential trainers from LGHN membership and survey 		<ol style="list-style-type: none"> 1. The committee met in April and prepared a work plan. 2. In May, the Committee met with ICMA staff on May 18 and 22 to discuss the new ICMA International program curriculum and discussed attendance and collaboration with the Puerto Rico conference scheduled August 6-8, 2023. The topic is tourism. 3. Next meeting scheduled for 7/10.

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<p>administered in 2022 (<i>must be Spanish speakers</i>) COMPLETE</p> <p>b. Market to Puerto Rican jurisdictions</p> <p>5. Administer/conduct training.</p> <p>6. Finalize “certification” process.</p> <ul style="list-style-type: none"> • Regular meeting time: Last Monday of every month at 9 am PT/noon ET 		
<p>F. Nominations Committee – Chair and committee appointed by the President</p> <p>1. Email members regarding interest in serving and recommendations – 30 days required (<i>May/June</i>)</p> <p>2. Close member submittals – <i>June</i></p> <p>3. Review submittals and conduct interviews (<i>June/July</i>)</p> <p>4. Board approval at the <i>July or August</i> board meeting</p> <p>5. Issue ballots – 15 days minimum for voting, at least 30 days before the annual meeting (<i>August</i>)</p> <p>6. Close ballots – typically 30 days (<i>September</i>)</p> <p>7. Annual membership meeting (<i>October</i>)</p> <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 	<ul style="list-style-type: none"> • Nominations opened 5/5 and closed 6/9. Information available on LGHN website.

ICMA AFFILIATES WEBINAR SERIES



DO YOU REALLY KNOW WHAT YOUR COMMUNITY MEMBERS WANT?



Valerie Lemmie
Director of Exploratory Research
Kettering Foundation



Genesis Gavino
Chief of Staff
City of Dallas, Texas



Dallin Kimble
County Administrative Officer
Mariposa County, California



Samantha Tavares
Special Projects Administrator
City of Phoenix, Arizona



Garrett Hernandez Rimer
Director of Customer Success
for Balancing Act by Polco



MODERATOR: Craddock Stropes
Senior Management Analyst
City of Carlsbad, California

**Tuesday,
July 11, 2023**

**1:00 - 2:30 P.M. PDT
4:00 - 5:30 P.M. EDT**

**REGISTRATION IS FREE
BUT REQUIRED:**

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