



**Board of Directors Meeting**  
**July 7, 2017**  
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

**Advancing Excellence and Inclusiveness in Local Government**

Call-in Number:  
1-866-210-1669  
Guest Code: 5150240

## Agenda

### IHN Board of Directors

**Veronica Briseño**  
*President*

**Rolando Fernandez**  
*President-Elect*

**Magda Gonzalez**  
*Immediate  
Past President*

**Raymond Gonzales**  
*Vice President  
for Membership*

**Maria Hurtado**  
*Vice President  
for Programs*

### At Large Directors

**Carlos Baia**  
*ICMA Board Liaison*

**Tommy Gonzalez**

**Bob Harrison**

**Ramiro Inguanzo**

**Claudia Lujan**

**Daro Mott**

**Samantha Tavares**

**Patricia E. Martel**  
*Past ICMA  
Board Member*

---

**David Mora**  
*ICMA Staff Liaison*

**Rod Alcázar**  
*ICMA-RC Liaison*

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

### **B. ACTION: Consent Agenda – Receive and Approve**

1. Minutes for Board Meeting of June 2, 2017\*
2. Minutes for IHN Annual Meeting of June 16, 2017\*
3. Board Meeting Attendance Report for 2016/17\*
4. Financial Report through June 30, 2017\*

### **C. ACTION: Approve Civic Engagement Award Winner(s)**

### **D. UPDATE: Emerging Leaders Award & Scholarship Submissions**

### **E. DISCUSSION: Mid-Year Budget Review\***

### **F. DISCUSSION: Fundraising\***

### **G. Website Tracking\***

### **H. Committee Reports/Updates**

1. Executive Committee
2. Communications
3. Membership
4. Programs
5. Nominations – no report
6. University Partnerships
7. Fund Development
8. Awards
  - a) Civic Engagement Award
  - b) Emerging Leaders Award
  - c) Joel D. Valdez Legacy Award

### **I. Future Board Meeting Agenda Items**

1. Website Tracking (Quartely)
2. Fundraising Status

### **J. Adjournment & Future Meeting Dates**

1. Friday, August 4, 2017 – IHN Board Meeting
2. Friday, September 1, 2017 – IHN Board Meeting
3. Friday, October 6, 2017 – IHN Board Meeting
4. October 22-25, 2017 – ICMA Conference, San Antonio, TX
5. Friday, November 2, 2017 – IHN Board Meeting
6. Friday, December 1, 2017 – IHN Board Meeting
7. Friday, January 5, 2018 – IHN Board Meeting
8. Friday/Saturday, February 2-3, 2018 – IHN Board Retreat (Location TBD)

\*Supporting documents provided in board packet



**Board of Directors Meeting  
June 2, 2017**

**MINUTES**

***Advancing Hispanic leadership in local government***

**Board Members Present**

Veronica Briseño, President  
Rolando Fernandez, President-Elect  
Magda Gonzalez, Immediate Past President  
Maria Hurtado, Vice President for Programs  
Carlos Baia, At Large Director  
Claudia Lujan, At Large Director  
Daro Mott, At Large Director  
David Mora, ICMA Staff Liaison  
Rod Alcazar, ICMA-RC Liaison

**Board Members Absent**

Raymond Gonzales, Vice President for Membership  
Yocelyn Galiano, At Large Director  
Tommy Gonzalez, At Large Director  
Ramiro Inguanzo, At Large Director  
Patricia E. Martel, Past ICMA Board Member

**Others Present**

Karen Davis, Executive Director

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

*Roll call was conducted and seven voting members were present, a quorum was established.*

**B. ACTION: Consent Agenda – Receive and Approve**

1. Minutes for Board Meeting of May 5, 2017
2. Board Meeting Attendance Report for 2016/17
3. Financial Report through May 31, 2017

*Maria Hurtado moved approval of the consent agenda; Carlos Baia seconded the motion; the motion was approved unanimously.*

**C. ACTION: Approve Chapter Agreement with Austin Hispanic/Latino Network**

*Rolando Fernandez outlined the process that has led up to the approval of chapter agreements. The board approved the agreement template at the May board meeting. There are currently two active, but unofficial IHN chapters – Austin and Phoenix. Rolando said the Austin chapter is interested in adding services to be provided by the IHN administrative staff (e.g., assistance with dues collection and other financial support) and will bring back an addendum to the agreement once those details have been finalized. Rolando has chaired this process as well as the serving as President of AHLN and Veronica Briseno reported that Michael Trimble took the lead for formalizing the chapter process to avoid any perception of conflict of interest. The AHLN board has approved the chapter agreement and is submitting it for IHN board approval. Carlos Baia moved approval of the chapter agreement; Claudia Lujan seconded the motion; the motion was approved unanimously.*

**D. ACTION: Approve Chapter Agreement with Phoenix Latino Network**

*Rolando Fernandez reported that Phoenix was involved in the development of the chapter approval process. At this time, they are not considering any additional administrative or financial assistance services beyond use of the IHN tax-exempt status from the IHN administrative staff. The PHN board has approved the chapter agreement and is submitting it for IHN board approval. Claudia Lujan moved*

*approval of the chapter agreement; Carlos Baia seconded the motion; the motion was approved unanimously.*

**E. DISCUSSION/ACTION: Use of “Affiliate of ICMA” as part of IHN Logo**

*This issue had been deferred from the May board meeting. Karen Davis provided background information for this issue. The IHN/ICMA affiliate agreement states that IHN show that it is an affiliate of ICMA on the IHN website and provide a link to ICMA. The question that arose is whether the ICMA logo would be incorporated into the IHN logo or would stand alone on the IHN website. Claudia Lujan asked for a discussion of the downside of including in in the IHN logo. Veronica Brisenó suggested that she would prefer it as a tag line because IHN is trying to create its own identity. Through board discussion, it was agreed that it shouldn't be on pin, but should be included on collateral materials. Claudia Lujan moved that IHN should recognize the ICMA affiliate agreement through use of the ICMA logo on collateral material but not within the IHN logo itself; Rolando Fernandez seconded the motion; the motion was approved unanimously.*

**F. DISCUSSION: Mid-Year Review of ICMA and NFBPA Affiliate Agreements**

*The board reviewed the list of commitments provided based on the affiliate agreement with ICMA. The additional items for the agreement are highlighted as an attachment to these minutes. The list of commitments for NFBPA was referred to a select committee that will be meeting with the new NFBPA president on a mutual work program.*

**G. DISCUSSION: Annual Meeting – June 16**

*Karen Davis reviewed the agenda for the meeting and there were no additions from the board of directors. Veronica Brisenó reported that the format would be a webinar that would be hosted by the City of Austin. Details for the login will be sent prior to the meeting. A save the date was previously sent to the IHN membership.*

**H. Committee Reports/Updates/Committee Chairs/Vice Chairs**

1. Appoint Co-Chairs or Vice-Chairs for Each Committee
  - a) *Executive Committee: Veronica Briseño | Rolando Fernandez*
  - b) *Communications: Angelita Palma | Gabe Rodriguez*
  - c) *Membership: Ray Gonzales | Carlos Baia*
  - d) *Programs: Maria Hurtado | Oscar Murillo*
  - e) *Nominations: Magda Gonzalez | Pat Martel | Jane Bias DiSessa*
  - f) *University Partnerships: Magda Gonzales | Danny Alfonso*
  - g) *Fund Development: Magda Gonzales | Frances Gonzalez (tentative)*
  - h) *Awards (separate committee for each): Civic Engagement Award, Emerging Leaders Award, Joel D. Valdez Legacy Award*

**I. Future Board Meeting Agenda Items**

1. Mid-Year Budget Review – July
2. Website Tracking – quarterly
3. Fundraising Status



**IHN Annual Meeting Meeting  
June 16, 2017**

## **MINUTES**

### ***Advancing Hispanic leadership in local government***

#### **Board Members Present**

Veronica Briseño, President  
Rolando Fernandez, President-Elect  
Raymond Gonzales, Vice President for Membership  
Carlos Baia, At Large Director  
Bob Harrison, At Large Director  
Claudia Lujan, At Large Director  
Daro Mott, At Large Director  
Samantha Tavares, At Large Director

#### **Board Members Absent**

Magda Gonzalez, Immediate Past President  
Maria Hurtado, Vice President for Programs  
Tommy Gonzalez, At Large Director  
Ramiro Inguanzo, At Large Director  
Patricia E. Martel, Past ICMA Board Member

#### **Others Present**

Karen Davis, Executive Director  
Dave Mora, ICMA Staff Liaison  
Laura Cruz-Acosta, El Paso, TX  
Aubrey Gonzalez, Phoenix, AZ  
Gabriel Morales, Phoenix, AZ

#### **A. Welcome and Introductions**

*IHN President Veronica Briseño welcomed the participants and introduced the members of the board of directors, including incoming board members Samantha Tavares and Bob Harrison. A quorum of board members were in attendance. Guests attending the conference were Laura Cruz-Acosta from El Paso, TX and Aubrey Gonzalez and Gabriel Morales from Phoenix, AZ.*

#### **B. 2016 Accomplishments**

*Veronica Briseño reviewed the 2016 accomplishments, which included the biannual conference in Austin, TX; regional events; the ICMA conference activities; membership growth; the website redesign and initiation of the rebranding process; and the awards programs for civic engagement, emerging leaders and the Joel D. Valdez Legacy Award. The 2016 annual report was included in the meeting packet and is posted online.*

#### **C. 2017 Goals/Activities**

*Ray Gonzales, Vice President for Memberships provided an overview of goals and strategies to increase membership in the current year; and Rolando Fernandez presented the newly approved chapters agreements with Austin and Phoenix. This program will be expanded in 2018 following a review and determination of any adjustments that need to be made based on the experience of the partnerships with Austin and Phoenix.*

*Karen Davis gave an overview of events currently scheduled in Brighton, Adams County, CO, which is a partnership with the Phoenix Hispanic Network and the Bay Area Event that is co-sponsored with Women Leading Government, NFBPA, and CalNAPA. The Phoenix Hispanic Network hosted a seminar earlier this year.*

*Veronica Briseño asked members to volunteer for IHN committees. Information is on the IHN website.*

*Ray Gonzales provided an overview of the rebranding process and thanked the two firms who provided assistance – Creative Civilizations based in San Antonio and Austin, TX, and Sonova based in the Denver region. IHN will launch its new brand at the ICMA conference in San Antonio. He thanked the Communications Committee for its role in assisting the Executive Committee with this process.*

*Karen Davis provided an overview about the Madrinas/Padrinos coaching program and the growth of the program over the past year. There are 28 Madrinas/Padrinos as of June 14, 2017. There is continuing outreach to expand this program and provide ongoing training to the participants.*

*Karen Davis provided an overview of the activities scheduled at the ICMA conference in San Antonio in October. IHN will have three sessions at the conference, including one co-presented with NFBPA. IHN added a session for the educational track on this year. Veronica Briseño announced that Henry Cisneros is confirmed as speaker at the dinner. A list of all IHN activities will be sent to the membership prior to the conference.*

*Veronica Briseño updated the members on the IHN affiliate agreements with ICMA and FBPA to include joint planning on mutual issues, webinars, conference planning and conference sessions.*

#### **D. 2018 Programs**

*Claudia Lujan provided an update on the preliminary planning for a regional seminar in El Paso in the spring of 2018. The event will have an international theme. Planning will include Juarez, Mexico and the ICMA international staff will be involved.*

*Samantha Tavarez reported that the initial meeting for the IHN biannual conference in Phoenix has been held and a call for planning committee volunteers would be issued in July. The dates for the meeting are October 26-27 at the Sheraton Hotel.*

#### **E. Questions and comments**

*There were no additional questions or comments.*

## 2016-2017 IHN Board of Directors Board Meeting Attendance

Name	Jan 2016	Feb 2016	Mar 2016	April 2016	May 2016	June 1 2016	Annual Mtg. 2016	July 2016	Aug 2016	Sept 2016	Oct 2016	Nov 2016	Dec 2016
Veronica Briseño	Present		Present	Present	Present	Present	Present	Present	Present	Present	Present		Present
Manuel Esquibel	Present		Present	Present	Absent	Absent	Present	Present	Present	Absent	Present		Present
Magda Gonzalez	Present		Present	Absent	Present	Present	Present	Present	Absent	Present	Present		Present
Maria Hurtado	Absent		Present	Absent	Absent	Present	Present	Present	Present	Present	Absent		Present
Rolando Fernandez	Present		Present	Present	Present	Present	Absent	Present	Present	Present	Present		Present
Carlos Baia	Present		Absent	Present	Present	Absent	Present	Absent	Present	Absent	Absent		Absent
Yocelyn Galiano	Present		Absent	Present	Absent	Present	Absent	Present	Present	Present	Present		Absent
Raymond Gonzales	Present		Absent	Absent	Present	Present	Absent	Present	Present	Present	Present		Present
Tommy Gonzalez	Absent		Absent	Absent	Absent	Absent	Absent	Present	Present	Present	Present		Present
Ramiro Inguanzo	Present		Present	Present	Absent	Present	Absent	Absent	Absent	Present	Absent		Absent
Claudia Lujan	Absent		Present	Absent	Absent	Absent	Present	Absent	Present	Present	Present		Absent
Pat Martel	Absent		Absent	Absent	Absent	Absent	Present	Absent	Absent	Present	Absent		Absent
Daro Mott	Present		Present	Present	Present	Present	Present	Present	Present	Absent	Present		Absent

Name	Jan 2017	Feb 2017*	Mar 2017	April 2017	May 2017	June 2017	Annual Mtg. 2017	July 2017	Aug 2017	Sept 2017	Oct 2017	Nov 2017	Dec 2017
Veronica Briseño	Absent	Present	Present	Present	Present	Present	Present						
Manuel Esquibel	Present	Absent											
Magda Gonzalez	Present	Present	Absent	Present	Present	Present	Absent						
Maria Hurtado	Absent	Present	Present	Present	Present	Present	Absent						
Rolando Fernandez	Present	Present	Present	Absent	Present	Present	Present						
Carlos Baia	Present	Present	Absent	Absent	Present	Present	Present						
Yocelyn Galiano	Absent	Absent	Absent	Absent	Absent	Absent							
Raymond Gonzales	Absent	Present	Present	Present	Present	Absent	Present						
Tommy Gonzalez	Present	Absent	Absent	Present	Absent	Absent	Present						
Bob Harrison							Present						
Ramiro Inguanzo	Absent	Absent	Present	Absent	Present	Absent	Absent						
Claudia Lujan	Present	Present	Present	Present	Present	Present	Present						
Pat Martel	Present	Absent	Absent	Present	Absent	Absent	Absent						
Daro Mott	Absent	Absent	Absent	Present	Present	Present	Present						
Samantha Tavares							Present						

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

\*Attendance for Saturday, February 4 when board actions were taken. A quorum was present.

**International Hispanic Network**  
**Profit & Loss**  
January through June 2017  
Jan - Jun 17

Ordinary Income/Expense

Income

43300 · Direct Public Grants	
43340 · Nonprofit Organization Grants	3,454.10
Total 43300 · Direct Public Grants	<u>3,454.10</u>
43400 · Direct Public Support	
43450 · Individ, Business Contributions	100.00
Total 43400 · Direct Public Support	<u>100.00</u>
46400 · Other Types of Income	
46410 · Advertising Sales	7,020.60
Total 46400 · Other Types of Income	<u>7,020.60</u>
47200 · Program Income	
47230 · Membership Dues	22,870.30
47250 · Conference Registration	3,025.00
47260 · Conference Sponsorship	4,955.40
Total 47200 · Program Income	<u>30,850.70</u>
49000 · Special Events Income	
49050 · IHN Dinner	75.00
Total 49000 · Special Events Income	<u>75.00</u>
Total Income	41,500.40

Expense

60900 · Business Expenses	
60920 · Business Registration Fees	1.03
60960 · PayPal Fees	503.11
Total 60900 · Business Expenses	<u>504.14</u>
62100 · Contract Services	
62110 · Accounting Fees	825.00
62150 · Outside Contract Services	39,857.32
Total 62100 · Contract Services	<u>40,682.32</u>
65000 · Operations	
65020 · Postage, Mailing Service	19.60
65030 · Printing and Copying	487.50
65040 · Supplies	49.98
65050 · Telephone, Telecommunications	891.01
65060 · Website	896.99
Total 65000 · Operations	<u>2,345.08</u>

**International Hispanic Network**  
**Profit & Loss**  
January through June 2017  
Jan - Jun 17

<b>65100 · Other Types of Expenses</b>	
65185 · Program Activities	355.07
65190 · Special Projects	3,813.62
65120 · Insurance - Liability, D and O	816.00
65140 · Contributions	3,954.10
65160 · Other Costs	3,195.00
<b>Total 65100 · Other Types of Expenses</b>	<b>12,133.79</b>
<b>68300 · Travel and Meetings</b>	
68310 · Conference, Convention, Meeting	1,147.07
68320 · Travel	645.70
<b>Total 68300 · Travel and Meetings</b>	<b>1,792.77</b>
<b>Total Expense</b>	<b>57,458.10</b>
<b>Net Ordinary Income</b>	<b>-15,957.70</b>
<b>Net Income</b>	<b>-15,957.70</b>
bank balance as of 6/30/17	\$50,149.52



**International Hispanic Network**  
**2017 Mid-Year Budget**  
 January through June 2017

Ordinary Income/Expense	<u>Jan - Jun 17</u>	<u>Budget</u>	<u>Comments</u>
<b>Income</b>			
Carry over	12,590.00	12,590	
<b>43300 · Direct Public Grants</b>			
43340 · Nonprofit Organization Grants	3,454.10	50,000	IHN Contribution to Joel Valdez Award; ICMA-RC (payment pending for 2017)
<b>Total 43300 · Direct Public Grants</b>	<u>3,454.10</u>	<u>50,000</u>	
<b>43400 · Direct Public Support</b>			
43450 · Individ, Business Contributions	100.00	15,000	Donations and general sponsorships
<b>Total 43400 · Direct Public Support</b>	<u>100.00</u>	<u>15,000</u>	
<b>46400 · Other Types of Income</b>			
46410 · Advertising Sales	7,020.60	18,000	Job postings
<b>Total 46400 · Other Types of Income</b>	<u>7,020.60</u>	<u>18,000</u>	
<b>47200 · Program Income</b>			
47230 · Membership Dues	22,870.30	24,000	
47250 · Conference/Seminar Registration	3,025.00		IHN Conference proceeds rec'd 2017
47260 · Conference/Seminar Sponsorship	4,955.40	5,000	IHN Conference proceeds rec'd 2017
<b>Total 47200 · Program Income</b>	<u>30,850.70</u>	<u>29,000</u>	
<b>49000 · Special Events Income</b>			
49050 · IHN Dinner	75.00	10,000	
<b>Total 49000 · Special Events Income</b>	<u>75.00</u>	<u>10,000</u>	
<b>Total Income</b>	54,090.40	134,590.00	
<b>Expense</b>			
<b>60900 · Business Expenses</b>			
60920 · Business Registration Fees	1.03	75	
60930 · Constant Contact	0.00	210	
60960 · PayPal Fees	503.11	1,075	
<b>Total 60900 · Business Expenses</b>	<u>504.14</u>	<u>1,360</u>	
<b>62100 · Contract Services</b>			
62110 · Accounting Fees	825.00	800	
62150 · Outside Contract Services	39,857.32	75,000	Management Partners
<b>Total 62100 · Contract Services</b>	<u>40,682.32</u>	<u>75,800.00</u>	
<b>65000 · Operations</b>			
65020 · Postage, Mailing Service	19.60	1,075	
65030 · Printing and Copying	487.50	2,500	
65040 · Supplies	49.98	100	
65050 · Telephone, Telecommunications	891.01	2,000	
65060 · Website	896.99	3,000	Hosting, updates, etc.
<b>Total 65000 · Operations</b>	<u>2,345.08</u>	<u>8,675</u>	
<b>65100 · Other Types of Expenses</b>			
65185 · Program Activities	355.07	8,000	regional events (\$1,500 per event)
65184 · Program Activities Contingency	0.00	5,000	
65190 · Special Projects	3,813.62	2,000	Branding, logo, database (examples)
65110 · Advertising Expenses	0.00	1,000	Facebook, etc. to promote events
65180 · Special Events   IHN Dinner	0.00	9,000	
65120 · Insurance - Liability, D and O	816.00	800	
65140 · Contributions	3,954.10	2,000	Support other organizations (J.Valdez Award; Women's Leadership Summit
65160 · Other Costs	3,195.00	1,000	Awards, gifts, etc. - not supplies
<b>Total 65100 · Other Types of Expenses</b>	<u>12,133.79</u>	<u>28,800</u>	

**International Hispanic Network**  
**2017 Mid-Year Budget**  
 January through June 2017

	<u>Jan - Jun 17</u>	<u>Budget</u>	<u>Comments</u>
<b>68300 · Travel and Meetings</b>			
68300 · Travel   Non-Conference	1,147.07	2,500	Board meetings/non-conference
68310 · Conference, Convention, Meeting	0	5,000	Supplies/fees for attending meetings
68320 · Travel	645.70	3,000	Travel for Executive Director
<b>Total 68300 · Travel and Meetings</b>	<u>1,792.77</u>	<u>10,500</u>	
<b>Total 68400 · Food and Meals</b>			
68410 · Food and Meals   Meetings	0.00	1,000	For meetings, not special events.
<b>Total 68300 · Travel and Meetings</b>	<u>-</u>	<u>1,000</u>	
<b>Total Expense</b>	<u>57,458.10</u>	<u>126,135</u>	
<b>Net Income</b>	-3,367.70	8,455	
bank balance as of 6/30/17	\$50,149.52		

Update/Reprint Collateral Materials

Description	Est. 1 ea.	Quan 500	Quan 750	Quan 1,000
Pop Up Banner 33" x 80"	\$350			
Table Top Pop Up Banner 11.5" x 18"	\$75			
Table Cloth	\$200			
Brochure redesign/update (per brochure)	\$75			
Brochures reprint (per brochure)		\$550	\$700	\$1,000
*Networking/Membership				
*Coaching				
*Emerging Leaders				
*Civic Engagement				
Lapel Pins		\$1,250	\$2,000	\$2,300
Pens with LGHN logo		\$400	\$500	\$650
Notepads with LGHN logo		\$1,000	\$1,350	\$1,650
2018 Conference postcards (2000 count)	\$500			
LGHN Board Member Ribbons (150)	\$200			
Business Cards for Board Members (250 cards)	\$25			

Budget Options A	Quan 500	Quan 750	Quan 1,000
Pop Up Banner 33" x 80" - Quantity 1	\$350	\$350	\$350
Table Top Pop Up Banner 11.5" x 18" - Quantity 4 @ \$75	\$300	\$300	\$300
Table Cloth - 2 @ 200	\$400	\$400	\$400
Brochure redesign/update 4 @ \$75	\$300	\$300	\$300
Brochures reprint (per brochure)			
*Networking/Membership	\$550	\$700	\$1,000
*Coaching	\$550	\$700	\$1,000
*Emerging Leaders	\$550	\$700	\$1,000
*Civic Engagement	\$550	\$700	\$1,000
Lapel Pins	\$1,250	\$2,000	\$2,300
Pens with LGHN logo	\$400	\$500	\$650
Notepads with LGHN logo	\$1,000	\$1,350	\$1,650
2018 Conference postcards (2000 count)	\$500	\$500	\$500
LGHN Board Member Ribbons (150)	\$100	\$100	\$100
Business Cards for Board Members (14 sets of 250 cards)	\$350	\$350	\$350
<b>Estimated totals</b>	<b>\$7,150</b>	<b>\$8,950</b>	<b>\$10,900</b>

Budget Options B	Quan 500	Quan 750	Quan 1,000
Pop Up Banner 33" x 80" - Quantity 1	\$350	\$350	\$350
Table Top Pop Up Banner 11.5" x 18" - Quantity 2 @ \$75	\$150	\$150	\$150
Table Cloth - 1 @ \$200	\$200	\$200	\$200
Brochure redesign/update 4 @ \$75	\$300	\$300	\$300
Brochures reprint (per brochure)			
*Networking/Membership	\$550	\$700	\$1,000
*Coaching	\$550	\$700	\$1,000
*Emerging Leaders (online only)	\$0	\$0	\$0
*Civic Engagement (online only)	\$0	\$0	\$0
Lapel Pins	\$1,250	\$2,000	\$2,300
Pens with LGHN logo	\$400	\$500	\$650
Notepads with LGHN logo	\$1,000	\$1,350	\$1,650
2018 Conference postcards (2000 count)	\$500	\$500	\$500
LGHN Board Member Ribbons (150)	\$100	\$100	\$100
Business Cards for Board Members (14 sets of 250 cards)	\$350	\$350	\$350
<b>Estimated totals</b>	<b>\$5,700</b>	<b>\$7,200</b>	<b>\$8,550</b>

## **2017 Fund Development Work Plan**

### **1. Review Proposals and Funding Levels**

### **2. IHN Corporate Partners Program – Regional Activities**

- Events
  - 2017
    - September 7-8: Colorado/Arizona Latino Leadership Institute and Regional Seminar
    - September 22: San Francisco Bay Area workshop with recruiters, Hayward, CA
    - September TBD: Miami Dade County League of Cities/IHN U.S. Constitution Day Commemoration
    - October TBD: Miami Dade County League of Cities Best Practices Conference (IHN session sponsor)
    - TBD: Joint Austin/San Antonio Professional Development Seminar
    - TBD: Austin Hispanic/Latino Network Events
    - TBD: DFW Networking event (October 18 or 19)
  - 2018
    - Spring: San Francisco Bay Area Professional Development Seminar
    - Spring: El Paso Regional Seminar
    - May/June: IHN Annual Meeting
    - June/July: Colorado Regional Seminar
    - October TBD: Miami Dade County League of Cities Best Practices Conference (IHN session sponsor)
    - October 25-26: IHN Biannual Conference, Phoenix, AZ

### **3. IHN Corporate Partners Program – ICMA Conference Activities**

- IHN Dinner, October 22, 2017
- IHN/NFBPA/CalNAPA Reception, October 23, 2017 (GovHR USA has committed to fund hosted bar)

### **4. IHN Corporate Partners Program – Educational Programs**

- Emerging Leaders
  - Emerging Leaders Scholarship Opportunities
    - Scholarships for Professional Development (scholarships for students and emerging leaders to attend regional and national conferences (e.g., IHN, ICMA, NFBPA, ASPA, NASPAA))
    - Emerging Leaders Award and Scholarship
  - Outreach to Attract and Support People of Color through University Programs

### **5. IHN Corporate Partners Program – Corporate Membership**

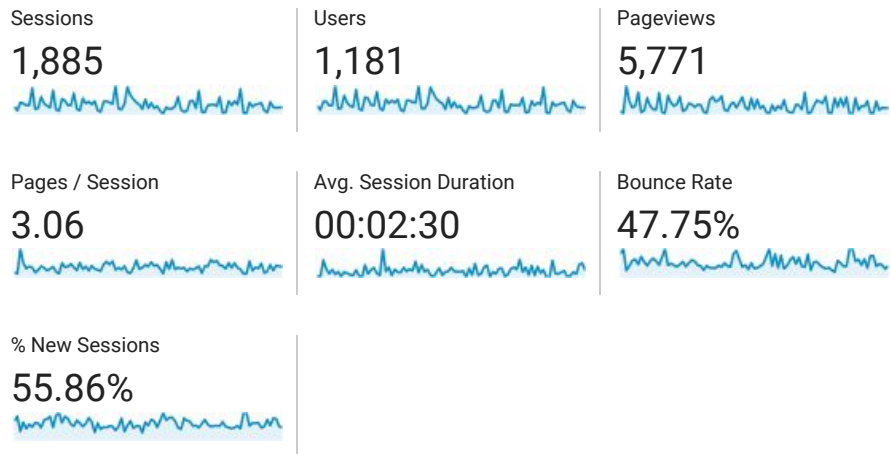
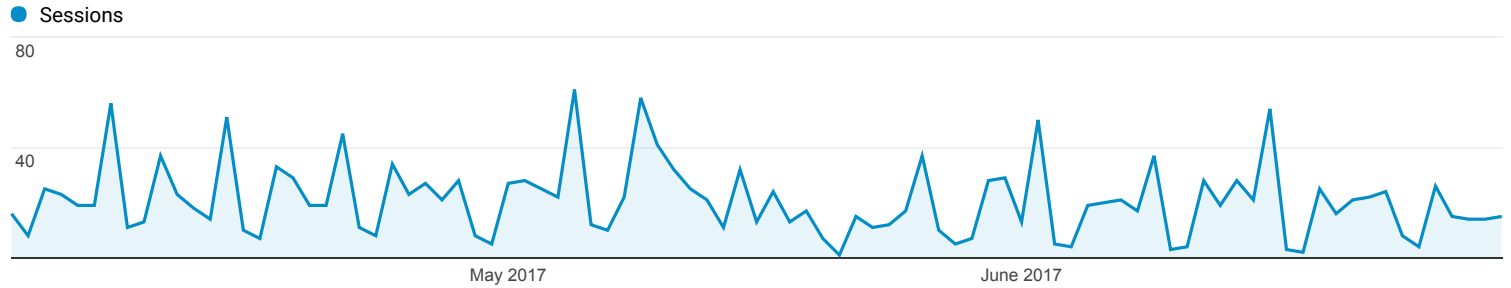
- Individual Corporate Membership
- Small Business Membership
- Large Business Membership

Apr 1, 2017 - Jun 30, 2017

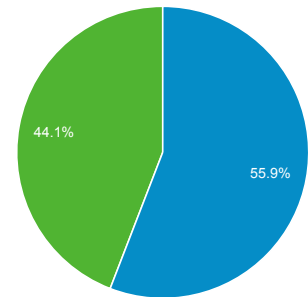
## Audience Overview

All Users  
100.00% Sessions

### Overview



■ New Visitor ■ Returning Visitor



Language	Sessions	% Sessions
1. en-us	1,792	95.07%
2. en-gb	30	1.59%
3. (not set)	26	1.38%
4. pt-br	5	0.27%
5. ru	5	0.27%
6. en	4	0.21%
7. es-419	4	0.21%
8. es	3	0.16%
9. bg	1	0.05%
10. c	1	0.05%