



Advancing Excellence and Inclusiveness in Local Government

Agenda
March 7, 2025
9:00 am PT/Noon ET

Board of Directors

Samantha Tavares

Past-President

Marcus Steele

President

Matt Rivera

President-Elect

Mario Diaz

Vice President for

Career Advancement

Ramiro Inguanzo

Vice President for

Professional

Development

Aarón Zavala

Vice President

for Membership

At-Large Directors:

Carlos Baía

Past ICMA Board

Member

Andrea Alicoate

Joe Camacho

Susana Carbajal

Alejandra Lopez

José Madrigal

Daniel Ortiz

Maria Solano

Hazel Wetherford

Board Liaisons

Jorge Gonzalez

ICMA Liaison

Gabe Rodriguez

A. Call to Order/Roll Call/Welcome

B. APPROVAL: Consent Agenda – Receive and Approve

1. Board meeting Zoom recording link for January 10, 2025, and January 26 annual board workshop available on March 7, 2025, appointment invitation.
2. Board meeting attendance report for 2024 and 2025*
3. Financial Reports of February 2025*

C. DISCUSSION/APPROVAL:

1. Approve the Board of Directors' Election Results - **Christine Butterfield**
 - a. See board members elected on left column.
 - b. 2025: 148 members participated in the election (doubling participation in 2024)
2. Discuss and Approve Regular Board Meeting Day and Time for 2025 and 2026 – **Marcus Steele**
3. Review, Discuss and Provide Direction Regarding LGHN's Interests for the ICMA Affiliate Agreement Update Conversations* - **Marcus Steele**
4. Discuss and Approve the LGHN Annual Dinner at the ICMA Conference – **Christine Butterfield**
 - a. Columbia Restaurant, (Ybor City) Tampa, FL on October 26 from 7 to 9:30 pm
 - b. Ticket rates of \$100 member and \$200 non-member
 - c. Florida chapter sponsorship proposal - \$20,000*
5. Discuss the Zencity Sponsorship Proposal Terms and Authorize the LGHN President to Enter into an Agreement with Zencity – **Samantha Tavares and Marcus Steele**

D. DISCUSSION:

1. Discuss LGHN 2025 Conference Experience – **Christine Butterfield**
 - a. Member conference survey results*
 - b. Sponsor feedback
 - c. Other
2. Review LGHN Board Committee Chair Assignments, Appointments and Updates (*committee descriptions attached**) – **Marcus Steele**
 - a. Career Advancement Committee – **Mario Diaz**
 - **Mentorship program gathering scheduled for 3/20.**
 - b. Conference Planning Committee – **Joe Camacho with Ramiro Inguanzo**

NACA Liaison
Dario Gomez-Garcia
MissionSquare
Retirement Liaison

- **Meetings underway with Mesa Hispanic Network to hand off templates, lessons learned and conference program budget.**
- **Next meeting March 11, 2025**
- **Tentative date April 2026 Denver-metro**
- c. International Committee – TBD
 - **Standing meeting last Monday of the month.**
 - **Third webinar in the series with ICMA**
- d. Membership and Chapters Meetings – **Aaron Zavala and Joe Camacho**
 - **Chapters meet every other month on third Friday at 8:30 am PT/11:30 am ET**
 - **Membership committee meets on the alternating months on the third Friday at 8:30 am**
- e. Professional Development – **Ramiro Inguanzo**
 - **See LGHN webinar and program schedule attached***
 - **Meeting quarterly with affiliates and a topic of the chapters' meeting**
 - **Committee meeting TBD**
- f. Sponsorship and Fund Development – **Samantha Tavares**
 - **Meeting every other Thursday at 8:30 am PT/11:30 am ET**
- 3. Review Board Workshop Goals and Proposed LGHN Committee Assignments– **Marcus Steele**
 - a. See board workshop goals and interests attached*
 - b. Proposed next steps.
 - Review with committee members.
 - Name the themes (reduce duplication if needed)
 - Propose actionable steps to be achievable in the next two years.
 - Prepare and present action steps to the board at a future meeting for approval by May or June
 - Other

E. Informational Items:

1. LGHN Board Liaison Reports
 - a. ICMA Board and ICMA International Committee – **Jorge Gonzalez**
 - b. MissionSquare –**Dario Garcia-Gomez**
 - c. NACA – **Gabe Rodriguez**
2. LGHN Legacy Leaders' Oral History Webinar TBD

F. Future Board Meeting Agenda Items

1. Updated Affiliate Agreement with ICMA – *On hold until ICMA governance project and review is complete. However, 2/21/25 ICMA staff asked to begin drafting update. Target for LGHN board approval in mid-2025.*

G. Future Meeting Dates and LGHN 2024 and 2025 Events

1. March 7, 2025 – LGHN Board Meeting
2. April 4, 2025 – LGHN Board Meeting
3. **April 9 – 13, 2025 - NFBPA Forum Conference, Hyatt Regency, San Francisco, CA (Christine and Samantha to attend with CA emerging chapter members)**
4. May 2, 2025 – LGHN Board Meeting

5. June 6, 2025 – LGHN Board Meeting
6. ***June 29 - July 2, 2025 – GFOA Annual Conference***, Washington, DC (*Marcus attending as guest of GFOA along with Christine, session development underway*)
7. July 11, 2025 – LGHN Board Meeting – **date change**
8. August 1, 2025 – LGHN Board Meeting
9. September 5, 2025 – LGHN Board Meeting
10. October 3, 2025 – LGHN Board Meeting
11. ***October 14 -17, 2025 – MMANC Conference, Monterey, CA***
12. ***October 25 - 29, 2025 – ICMA Annual Conference, Tampa, FL***
13. November 7, 2025 – LGHN Board Meeting
14. December 5, 2025 – LGHN Board Meeting
15. ***April 2026 - LGHN Conference in Denver Metro/Adams County***

H. Adjournment

Board of Directors' Meeting Attendance 2024 and 2025

<i>Updated 3/3/25</i> <i>Name</i>	<i>1/25</i>	<i>LGHN Board of Directors' Workshop 1/26</i>	<i>LGHN Annual Conference 1/27-1/29</i>	<i>3/25</i>	<i>4/25</i>	<i>NFBPA</i>	<i>5/25</i>	<i>6/25</i>
Samantha Tavares	X	X	X					
Marcus Steele	X	X	X					
Matt Rivera	X	X	X					
Mario Diaz	X	X	X					
Ramiro Inguanzo	X	X	X					
Aarón Zavala	X	X	-					
Carlos Baía	X	-	-					
Andrea Alicoate	A	X	X					
Noel Bernal	X	X	X					
Joe Camacho	X	X						
Susana Carbajal			X					
Alejandra Lopez	X	X	X					
José Madrigal			X					
Daniel Ortiz			X					
Hazel Wetherford	X	X	-					
Jorge Gonzalez (ICMA Board)	-	-	X					
Gabriel Rodriguez (NACA Board)	X	X	X					
Dario Gomez-Garcia (MissionSquare)	X	X	X					

Board of Directors' Meeting Attendance 2024 and 2025

<i>Name</i>	<i>1/24</i>	<i>LGHN 1/17-1/19 and Board Retreat</i>	<i>2/24</i>	<i>3/24</i>	<i>4/24</i>	<i>5/24 Board Workshop</i>	<i>6/24</i>	<i>7/24</i>	<i>8/24</i>	<i>9/24</i>	<i>ICMA Conference</i>	<i>10/24</i>	<i>11/24</i>	<i>12/24</i>
Samantha Tavares	X	Attended	On Leave	On Leave	On Leave	On Leave	On Leave	X	X	X	-	X	X	X
Bob Harrison (Resigned May 3, 2024)	X	Attended	X	A	X	X								
Raymond Gonzales (Resigned May 6, 2024)	A	A	A	A	A	A								
Ramiro Inguanzo	X	Attended	X	X	X	X	X	X	X	X	-	A	A	X
Gricelda Estrada (Resigned March 1, 2024)	X	A	X	X										
Carlos Baia	X	Attended	X	A	A	X	A	X	A	X	Attended	A	X	X
Noel Bernal	X	Attended	X	X	A	A	X	X	X	A	Attended	X	A	A
Mariana Bojorquez	X	Professional Conflict	X	A	A	X	A	A	A	A	-	A	A	
Mario Diaz (Vice President and Career Advancement Chair as of June 7, 2024)	X	Attended	X	X	X	X	A	X	A	X	-	A	X	X
Alejandra Lopez	X	Attended	X	X	X	A	X	X	X	X	Attended	X	X	X
Ramiro Salazar (Resigned November 1, 2024)	X	Attended	X	A	A	A	A	A	A	A	-	A	A	
Marcus Steele(President-Elect as of June 7, 2024)	X	Attended	X	X	X	X	X	X	X	X	Attended	X	X	X
Matt Rivera	X	Attended	A	X	X	X	X	X	X	X	Attended	X	X	X
Hazel Wetherford	X	Attended	X	X	X	X	A	X	X	X	Attended	X	X	X
Aaron Zavala (Vice President and Membership Chair as of July 12, 2024)	X	Attended	X	X	X	X	X	X	X	X	Attended	X	X	X
Andrea Alicoate											-	A	X	A
Joe Camacho											-	X	X	X
Jorge Gonzalez (ICMA Board)	X	Professional Emergency	A	A	A	A	A	A	A	A	Attended	A	A	A
Gabriel Rodriguez (NACA Board)	X	Attended	X	X	X	A	X	X	X	X	-	A	A	X
Ines Guerrero/ Deanna Santana (MissionSquare)	X	Family Emergency	X	A	A	X	A	X	X	X	Attended	A	A	X

Updated December 22, 2024

Board of Directors' Meeting Attendance 2024 and 2025

Name	12/22	1/23	2/23	3/23	4/23	5/23	6/23	7/23	8/23	9/23	ICMA 10/1-10/4	10/23	11/23	12/23	1/24	LGHN 1/17-1/19 and Board Retreat	2/24
Samantha Tavares	A	X	X	X	A	X	X	X	X	X	Attended	X	X	X	X	Attended	On Leave
Bob Harrison	X	X	X	A	X	X	X	X	X	X	Attended	X	X	X	X	Attended	X
Raymond Gonzales	A	A	A	A	A	A	A	A	A	A	-	A	A	A	A	A	X
Ramiro Inguanzo	A	A	X	A	X	A	X	X	A	X	-	X	X	X	X	Attended	X
Gricelda Estrada	A	A	A	X	X	X	A	X	A	A	-	X	A	A	X	A	X
Carlos Baia	X	X	X	X	X	X	X	X	X	X	Attended	X	X	X	X	Attended	X
Raoul Lavin Through October	A	X	X	A	X	X	X	A	X	X	Attended	X	Incoming Mario Diaz X	X	X	Attended	X
Noel Bernal	X	X	X	X	A	A	A	A	X	X	Attended	X	A	X	X	Attended	X
Mariana Bojorquez	X	X	A	X	A	X	A	A	X	X	-	A	A	A	X	Professional Conflict	X
Alejandra Lopez	X	X	X	X	A	X	X	X	X	X	Attended	X	A	X	X	Attended	X
Ramón Pérez- Goizueta Through October	A	A	X	X	A	A	X	A	A	A	-	A	Incoming Aaron Zavala X	X	X	Attended	X
Ramiro Salazar	A	X	X	A	A	X	X	A	X	X	Attended	A	X	A	X	Attended	X
Marcus Steele	A	X	X	X	A	X	X	X	X	X	Attended	X	X	X	X	Attended	X
Matt Rivera	A	X	A	X	X	X	X	X	A	X	Attended	X	X	X	X	Attended	A
Hazel Wetherford	X	A	X	X	A	X	X	X	X	X	Attended	X	X	X	X	Attended	X
Victor Cardenas Through September (ICMA Board)	A	X	X	X	A	X	A	X	X	X	Attended	Incom ing Jorge Gonza lez	X	A	X	Professional Emergency	A
Gabriel Rodriguez (NACA Board)	X	X	A	A	A	X	X	X	A	X	Attended	A	A	X	X	Attended	X
Ines Guerrero/ Deanna Santana (MissionSquare)	A	X	A	X	A	X	X	X	X	X	Attended	X	Incoming Deanna Santana	A	X	Family Emergency	X

Local Government Hispanic Network

Budget vs. Actuals: Budget_FY25

January - December 2025

	TOTAL	
	Actual	Budget
Income		
43400 Direct Public Support	0.00	0.00
43450 Individual Support	600.00	0.00
43455 Corporate Support	5,000.00	55,000.00
43457 Scholarship	0.00	3,250.00
Total 43400 Direct Public Support	\$ 5,600.00	\$ 58,250.00
46400 Other Types of Income	0.00	0.00
46410 Advertising Sales	33,500.00	165,000.00
46430 Miscellaneous Revenue	400.00	1,800.00
Total 46400 Other Types of Income	\$ 33,900.00	\$ 166,800.00
47200 Program Income	0.00	0.00
47230 Membership Dues	2,675.00	0.00
47231 Local Chapters	7,500.00	12,000.00
47233 Individual	8,687.50	9,625.00
47234 Local Government	5,425.00	14,000.00
47237 Regional Chapter Florida	7,500.00	10,700.00
47239 Regional Chapter Illinois	3,300.00	7,525.00
47240 Regional Chapter Central Texas	5,100.00	5,700.00
47241 Regional Chapter Colorado	13,100.00	12,200.00
47242 Regional Chapter Michigan	1,500.00	5,200.00
47243 Regional Chapter NorCal	3,600.00	0.00
Total 47230 Membership Dues	\$ 58,387.50	\$ 76,950.00
47270 LGHN Dinner Registrations	0.00	8,000.00
Total 47200 Program Income	\$ 58,387.50	\$ 84,950.00
49000 Special Events Income	0.00	0.00
49010 Special Events Contributions	0.00	6,000.00
Total 49000 Special Events Income	\$ 0.00	\$ 6,000.00
Sales	9,625.00	0.00
Total Income	\$ 107,512.50	\$ 316,000.00
Gross Profit	\$ 107,512.50	\$ 316,000.00
Expenses		
60900 Business Expenses	0.00	0.00
60920 Business Registration Fees	0.00	120.00
60960 Merchant Services Fees	3,198.03	8,000.00
Total 60900 Business Expenses	\$ 3,198.03	\$ 8,120.00
62100 Contract Services	0.00	0.00
62110 Accounting Fees	2,504.00	1,200.00
62150 Outside Contract Services	45,558.76	225,000.00

Total 62100 Contract Services	\$ 48,062.76	\$ 226,200.00
65000 Operations	0.00	0.00
65009 Computer Software	184.45	1,600.00
65020 Postage, Mailing Service	117.35	1,500.00
65030 Printing and Copying	0.00	500.00
65040 Supplies	0.00	150.00
65050 Telephone, Telecommunications	143.04	2,000.00
65060 Website	5,238.22	12,000.00
Total 65000 Operations	\$ 5,683.06	\$ 17,750.00
65100 Other Types of Expenses	0.00	0.00
65110 Advertising/Marketing Expenses	0.00	4,000.00
65120 Insurance - Liability, D and O	1,910.00	1,000.00
65140 Contributions	0.00	1,500.00
65160 Other Costs	-2.48	1,000.00
65170 Scholarships Awarded	0.00	2,000.00
65180 Special Events	0.00	7,000.00
65185 Program Activities	0.00	0.00
Catering	850.00	12,000.00
Entertainment	275.20	1,500.00
Other Costs	49.33	0.00
Postage/Shipping	0.00	500.00
Printing/Copy/Mktg	0.00	500.00
Stipends and Speaker Fees	0.00	1,600.00
Total 65185 Program Activities	\$ 1,174.53	\$ 16,100.00
65190 Special Projects, Chap Support	0.00	5,000.00
Board of Directors Retreat	0.00	0.00
Retreat	313.35	1,500.00
Travel	44.34	0.00
Total Board of Directors Retreat	\$ 357.69	\$ 1,500.00
Total 65100 Other Types of Expenses	\$ 3,439.74	\$ 39,100.00
68300 Travel and Meetings	0.00	0.00
68310 Conf, Conv, Meeting-Nat'l	0.00	5,000.00
68320 Meeting Travel-Reg'l	0.00	1,000.00
68330 ICMA Conference Committee	0.00	2,400.00
Total 68300 Travel and Meetings	\$ 0.00	\$ 8,400.00
Total Expenses	\$ 60,383.59	\$ 299,570.00
Net Operating Income	\$ 47,128.91	\$ 16,430.00
Net Income	\$ 47,128.91	\$ 16,430.00

Local Government Hispanic Network

Account List as of 3/5/25

Account #	Account	Description	Balance
10000	US Bank - checking	LGHN Checking	273,021.89
	US Bank - checking:Frances Gonzalez Scholarship		20,333.99
	US Bank - checking:Joel Valdez		428.03
	US Bank - checking:LGHN Conference		0.00
	US Bank - checking:Operating Cash		177,259.87
	US Bank - checking:Operating Reserves		75,000.00
25001	Florida Chapter Payable	LGHN owes to the LFLG chapter	-7,078.77
25003	Illinois Chapter Payable	LGHN owes to the IL-LGHN chapter	-737.12
25004	Colorado Chapter Payable	LGHN owes to the Jutos Colorado chapter	-5,500.00
25005	Central TX Chapter Payable	LGHN owes to the CTX Chapter.	-5,599.32
25006	Michigan Chapter Payable	LGHN owes to the Michigan Chapter	-1,600.00
25007	NorCal Chapter Payable	LGHN owes to the NorCal Chapter	-900.00
		actual Operating Cash	155,844.66



INTERNATIONAL CITY/COUNTY
MANAGEMENT ASSOCIATION

[Logo of Organization]

**Strategic Alliance Agreement Between
International City/County Management Association (ICMA)
and [Name of Organization]**

This Strategic Alliance Agreement (“Agreement”) is entered into between **The International City/County Management Association**, a not-for-profit corporation registered under the laws of the State of Illinois, United States of America and having its office at 777 North Capitol Street, NE, Suite 500, Washington, DC, 20002 USA

AND

[Name of Organization] located at [address of organization]

Background and Purpose

ICMA and [organization] have discussed their mutual interests in collaborating in the exchange of leading local governance practices and perspectives to enhance the knowledge base of members and customers and provide them with opportunities to network and to foster ethical, effective, efficient, equitable and sustainable local governments.

ICMA and [organization] wish to continue their ongoing relationship as organizations of local government professionals committed to developing the local government profession globally. Both organizations will benefit from this Agreement and will contribute to the development of a worldwide professional local government network.

About ICMA

ICMA is the leading nonprofit membership association of local government professionals dedicated to creating and sustaining thriving communities throughout the world. ICMA has over 14,000 members who are chief administrative officers and their staff who manage the day-to-day operations of local governments in the US and over 33 countries. We offer professional development, research, opportunities for networking, peer-to-peer exchanges and technical assistance to our members and other customers around the world. A key element of ICMA’s global strategy is to develop strategic alliances with organizations around the world that are in alignment with ICMA’s mission to advance professional local government through leadership, management, innovation, and ethics. ICMA is intent on expanding our global network through mutually beneficial alliances and partnerships.

About [name of organization]

[insert mission and vision of organization here]

Understanding of the Parties with respect to Areas of Collaboration

When and where it is financially and programmatically feasible, both parties agree to collaborate in support of good public administration practices, knowledge sharing, education/training, peer to peer engagement, and other mutually beneficial initiatives.

Specifically, both parties to this Agreement will at a minimum initially commit to the following.

[Below are some examples of activities we have included in other agreements. We're not limited to these items below]

Content Development

Representatives of ICMA and [organization] agree to work together to provide content for publication or presentation for their respective memberships at least once per year, which can include publishing articles for magazines, newsletters or website content or participating in virtual or in-person speaking engagements.

Conference Attendance

To be determined based on organizational interest—generally providing one or two registrations to the ICMA Annual Conference

Professional Development and Training

ICMA and [organization] agree to work together as feasible to identify a strategy to address the professional development needs of local government professionals.

Peer-to-Peer Exchange

When feasible, ICMA and [organization] agree to facilitate peer exchanges between [organization] members and ICMA members to foster two-way knowledge exchanges on local governance practice. This may include attendance at conferences or other organizational events or individually designed experiences in particular cities.

SheLeadsGov

ICMA and [organization] agree to promote and collaborate on initiatives, programs, and content related to gender balance and professional development of women in local government as opportunities arise.

Advertising/Recognition

ICMA and [name of organization] agree to provide a link to the other organization's website on their individual site.

ICMA and [name of organization] agree to promote relevant content from the other organization to their audiences through email, social media, and other marketing channels as appropriate.

At least once per year, ICMA and [organization] agree to share information about each other's organizations to their membership.

Both parties agree not to use the names, logos or any other marks owned by or associated with either party for marketing or advertising purposes, or on any form of publicity (including in each respective party's publicly distributed client lists, website, or in any other promotional materials) without the prior written consent of the other party in each instance.

Over the life of the Agreement, both parties will mutually explore additional opportunities and set goals and metrics for key areas of collaboration. Amendments to this section of the Agreement may be considered.

Organizational Contacts

ICMA and [name of organization] are each responsible for designating a contact person and informing the other party of any changes in contact persons throughout the duration of the Agreement.

Organizational Resources

ICMA and [name of organization] are committed to fulfilling the elements of the Agreement identified above under “areas of collaboration.” Should either organization no longer have the resources and capabilities to fulfill the elements of the Agreement, they should notify the other party such that the Agreement can be amended or terminated.

Evaluation and Monitoring

Over the life of the Agreement, both parties will meet periodically (at least once a year around the time of the anniversary of the Agreement) to review the Agreement and reset goals and expectations as needed.

Assistance and Costs

ICMA and [name of organization] will each bear their own costs associated with intended activities under this Strategic Alliance Agreement. As such, ICMA intends to carry all costs associated with the activities under this Strategic Alliance Agreement, and [name of organization] intends to carry all costs associated with the activities, unless otherwise stipulated in a separate written contract executed between both parties. In the event that ICMA or [name of organization] offers funding for activities under this Strategic Alliance, the terms of the financial obligation and payment instructions may be dictated in said contract, and fully executed by both parties prior to expending funds.

Relationship

This Strategic Alliance Agreement does not constitute a legal obligation or a binding agreement regarding any specific cooperation or performance requirements under international, US, or any other law. Any such obligations or commitments must be captured via separate agreements. This Strategic Alliance shall relate only to the activities described in this Strategic Alliance Agreement and to no other effort currently being undertaken by ICMA and [name of organization] jointly or separately. This Agreement supersedes any previous agreements between the parties regarding a Strategic Alliance. This Strategic Alliance is not intended to constitute or create a joint venture, pooling arrangement, partnership, or formal business organization of any kind. ICMA and [name of organization] are deemed to be independent organizations, and the employees of one shall not be deemed to be employees of the other. Each party shall be fiscally responsible for their own portion of the work performed under this Agreement.

Indemnification

ICMA and [organization] shall indemnify and hold the other party, its members, staff, officers, directors and agents harmless from all demands, claims, actions, losses, damages (including special

and consequential damages, and damages from personal injuries), costs, and expenses (including reasonable attorneys' fees) which result from a material breach of this Agreement by [organization] or ICMA or from any negligent or wrongful act of ICMA or [organization] arising out of or relating to this Agreement.

Proprietary Information

In developing this Strategic Alliance Agreement, it may be necessary for ICMA and [organization] to disclose information that is proprietary in nature. Therefore, each party agrees that all information provided to the other party shall be treated as fully confidential and the property of the disclosing party, unless the disclosing party has identified the information as being non-confidential and shall be used solely for the purpose for which it is supplied. The parties further agree to monitor the activities of their subsidiaries, affiliates, employees, and agents having access to proprietary information to ensure the protection and preservation of the confidential and proprietary nature of the disclosed information.

Intellectual Property

The term "intellectual property" shall include but not be limited to publications, work products, software and software codes, trade names, documentation, and technical data that are created through this alliance. Unless otherwise agreed, all intellectual property created by either party under this alliance will be the property of the original author.

Should either party utilize preexisting intellectual property over the duration of the alliance, it shall remain the exclusive intellectual property of that party.

Both parties warrant that it is not aware of any copyright, patent, trademark, trade secret or other proprietary right that it might infringe upon in providing the work performed under this alliance. Both parties shall indemnify one another and hold harmless from any and all claims, suits, liability, expense or damages for any alleged or actual infringement of any copyright, patent, trademark, trade secret or other proprietary right arising in connection with the work performed under this alliance.

Term

This Agreement is executed as of the date of last signature (Effective Date) and will remain in effect for three years from the Effective Date (Termination Date) unless terminated by either party with sixty (60) day written notice.

Alliance Review

At the end of the first and second year, this Agreement will be reviewed by both parties and clarified or amended, as needed, by mutual agreement.

Approved on behalf of ICMA:

Sabina Agarunova
Chief Financial Officer
ICMA
Date

Approved this on behalf of [organization]:

[Name]
[Position]
[Organization]
[Date]

Work Plan: LGHN and ICMA 2020 – 2023 Agreement				
Leadership and General				
Goal	Owner	Outcome(s)	Timeframe	Notes/Tracking
Establish and monitor annual work plan	LGHN and ICMA staff	<ul style="list-style-type: none"> Jointly recruiting new members to both organizations Identify strategic partners who can provide financial or in-kind support for leadership development 		
Establish a Calendar of Events	ICMA staff	<ul style="list-style-type: none"> Avoid scheduling conflicts. Improve awareness of events and activities 		
Appointing non-voting ICMA liaison to LGHN Executive Committee and Board of Directors	ICMA President	<ul style="list-style-type: none"> Provide communicative and substantive link between ICMA and LGHN leadership. Attending LGHN conference Confirm appointee after ICMA Board elections 		
Appointing past ICMA Executive Board member as voting member of the LGHN Board of Directors	LGHN President	<ul style="list-style-type: none"> Provide communicative and substantive link between ICMA and LGHN leadership. Confirm appointee during LGHN Board election process 		
Meeting between LGHN and ICMA Presidents, Presidents-elect, ICMA Executive Board Liaison, and their respective Executive Directors	LGHN and ICMA staff	<ul style="list-style-type: none"> Discuss common goals and objectives and for the purpose of coordinating mutual activities 		
LGHN will identify an LGHN member who is also an ICMA member in service to local government in each of the five U.S. ICMA regions to serve on the ICMA Regional Nominating Committees	LGHN and ICMA staff	<ul style="list-style-type: none"> Assist in advancing ICMA's goal of having a more inclusive Board and nominating process. After the ICMA annual conference, or as notified by ICMA staff 		
Membership				
Goal	Owner	Outcome(s)	Timeframe	Notes/Tracking
Joint membership campaign	LGHN and ICMA staff	<ul style="list-style-type: none"> Increase membership in both LGHN and ICMA Increase dual membership. 		

		<ul style="list-style-type: none"> • Increase awareness of membership benefits for both associations. 		
Provide LGHN with information on Hispanic membership in ICMA	ICMA staff	<ul style="list-style-type: none"> • Identify trends and issues in ICMA's equity and inclusion efforts 		
Publications				
Goal	Owner	Outcome(s)	Timeframe	Notes/Tracking
Publish a <i>PM Magazine</i> article submitted by LGHN (September issue/Hispanic Heritage Month)	LGHN and ICMA staff Communication and Marketing Committee	<ul style="list-style-type: none"> • Expand content provided to ICMA membership. • Enhance visibility of LGHN within ICMA's market 		
Publish one full page, full color ad and one-half page, black and white ad for LGHN in <i>PM Magazine</i>	LGHN and ICMA staff Communication and Marketing Committee	<ul style="list-style-type: none"> • Assist with LGHN national/regional conference promotions 		
Publish articles submitted by LGHN in <i>at least three</i> editions of <i>Leadership Matters</i>	LGHN and ICMA staff Communication and Marketing Committee	<ul style="list-style-type: none"> • Expand content provided to ICMA membership. • Enhance visibility of LGHN within ICMA's market 		
Publish articles submitted by ICMA in at least 3 LGHN eblasts	LGHN and ICMA staff	<ul style="list-style-type: none"> • Expand content provided to LGHN membership. • Enhance visibility of ICMA within LGHN's market 		
Conferences				
Goal	Owner	Outcome(s)	Timeframe	Notes/Tracking
Ensure LGHN representative appointment to the ICMA conference planning committee	LGHN and ICMA staff	<ul style="list-style-type: none"> • Create a more inclusive planning process. • Keep LGHN leadership and staff informed on the process. • ICMA annual conference, once the call for appointments made 		
Provide information to LGHN members on ICMA conference scholarships via eblast	LGHN and ICMA staff	<ul style="list-style-type: none"> • Expand market for scholarship recipients. • After scholarships and deadlines are announced. 		
Publicize any social activities planned for	LGHN and ICMA staff	<ul style="list-style-type: none"> • Enhance visibility of LGHN events within ICMA's market • Include the events as part of the conference experience 		

LGHN members and their guests on ICMA's communication channels				
Promoting each organization via literature included in conference attendee bags	LGHN and ICMA staff	<ul style="list-style-type: none"> Enhance visibility of LGHN within ICMA's market 		
Provide four complimentary registrations to the ICMA annual conference	LGHN and ICMA staff	<ul style="list-style-type: none"> Ensure inclusion of LGHN leadership and/or staff 		
Provide complimentary exhibit space at the ICMA annual conference	LGHN and ICMA staff	<ul style="list-style-type: none"> Enhance visibility of LGHN within ICMA's market 		
LGHN will <i>present at least one</i> educational session at the ICMA annual conference	LGHN and ICMA staff	<ul style="list-style-type: none"> Expand content provided to ICMA membership 		
Provide four invitations to each other's annual dinners held during the ICMA annual conference	LGHN and ICMA staff	<ul style="list-style-type: none"> Promote collaboration between ICMA and LGHN leadership 		
Leadership Development				
Goal	Owner	Outcome(s)	Timeframe	Notes/Tracking
LGHN will provide one reviewer for the Local Government Management Fellowship Advisory Board	LGHN and ICMA staff	<ul style="list-style-type: none"> Create a more inclusive review process 		
Pursue the development and funding of potential professional development opportunities for minorities and women	LGHN and ICMA staff	<ul style="list-style-type: none"> Expand content provided to LGHN and ICMA membership. Advance the missions of both associations. 		

The City of Boynton Beach



*City Clerk's Office
100 E Ocean Avenue
P.O. Box 310
Boynton Beach, Florida 33435
(561) 742-6060
FAX: (561) 742-6090*

TO: Christine Butterfield

FROM: Maylee De Jesús- LFLG President

DATE: February 26, 2025

RE: LGHN Dinner at the ICMA Conference

As the Florida Chapter of the Local Government Hispanic Network (LGHN), the Latinos in Florida Local Government (LFLG) would like to commit to hosting the LGHN Chapter Dinner at the International City Managers Association (ICMA) Conference on October 26, 2025.

We have already begun raising sponsorships to cover the cost of the dinner, with a goal of \$20,000 to cover the cost at Colombia Restaurant, in Ybor City. We have already received \$10,000 in commitments from a few entities, and extra sponsorships that will cover specific items, such as the Flamenco Dancers that dance during the dinner.

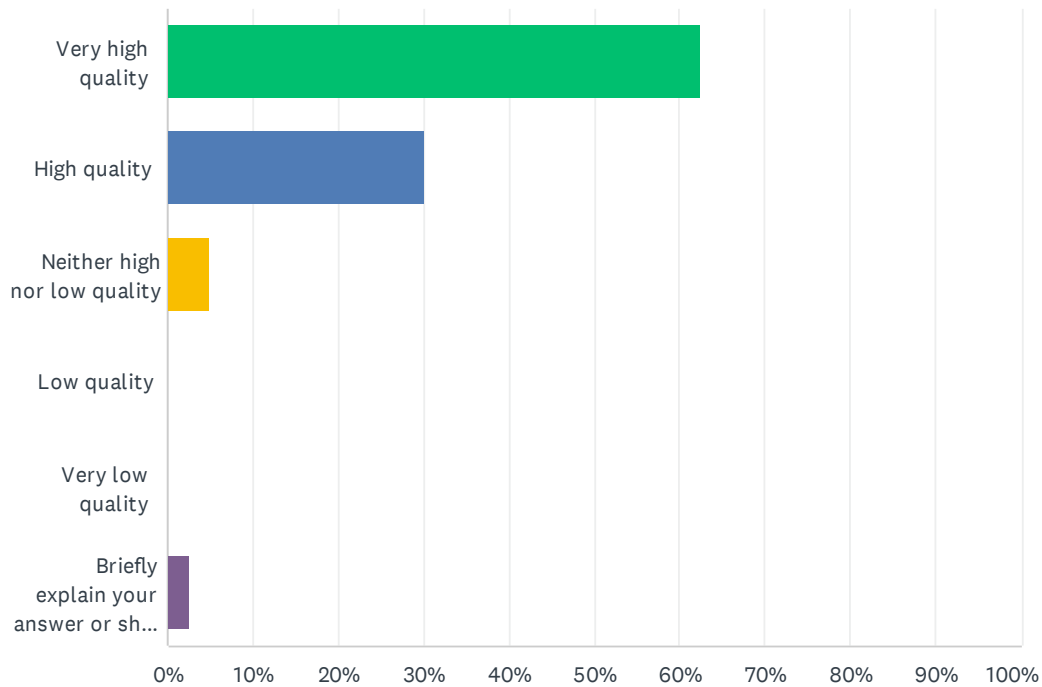
We plan to exceed our goals with our fundraising efforts, and the remaining balance will go towards funding a future LGHN Conference, here in Florida. LFLG has a team that is dedicated to making this dinner the best that ICMA has seen!

Sincerely,

Maylee De Jesús, MPA, MMC
City Clerk
(561) 494-4495

Q1 Overall, how would you rate the quality of the keynote speakers?

Answered: 40 Skipped: 0

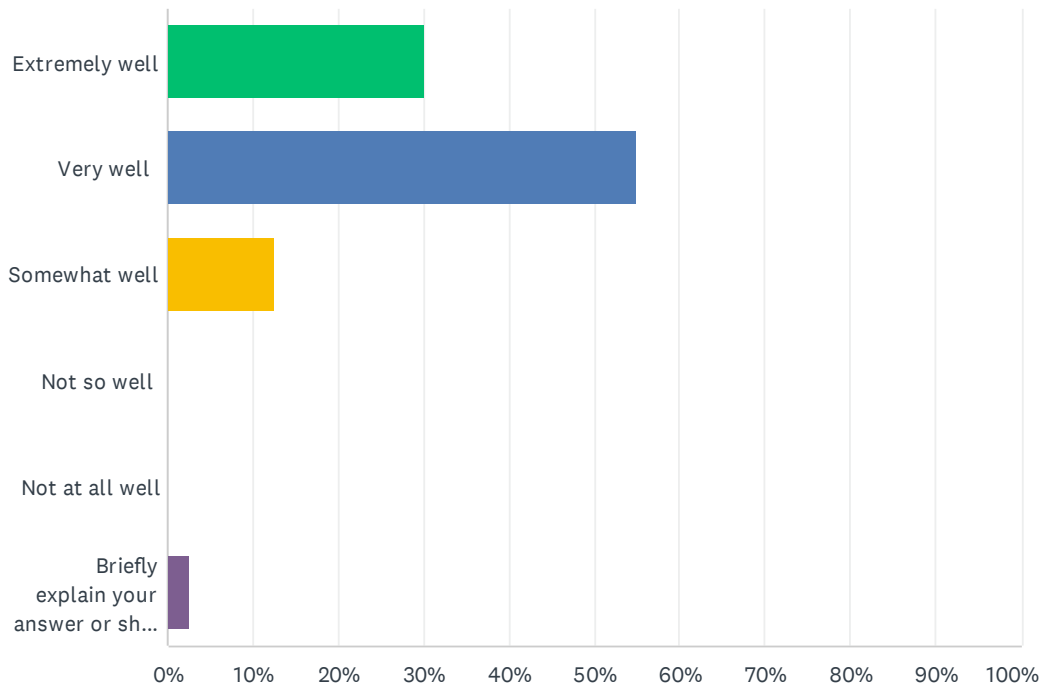


ANSWER CHOICES	RESPONSES	
Very high quality	62.50%	25
High quality	30.00%	12
Neither high nor low quality	5.00%	2
Low quality	0.00%	0
Very low quality	0.00%	0
Briefly explain your answer or share other comments related to the keynote speakers below:	2.50%	1
TOTAL		40

#	BRIEFLY EXPLAIN YOUR ANSWER OR SHARE OTHER COMMENTS RELATED TO THE KEYNOTE SPEAKERS BELOW:	DATE
1	Engaging, on topic, addressed current events	2/7/2025 2:49 PM

Q2 How well do the materials presented in the sessions meet your needs?

Answered: 40 Skipped: 0

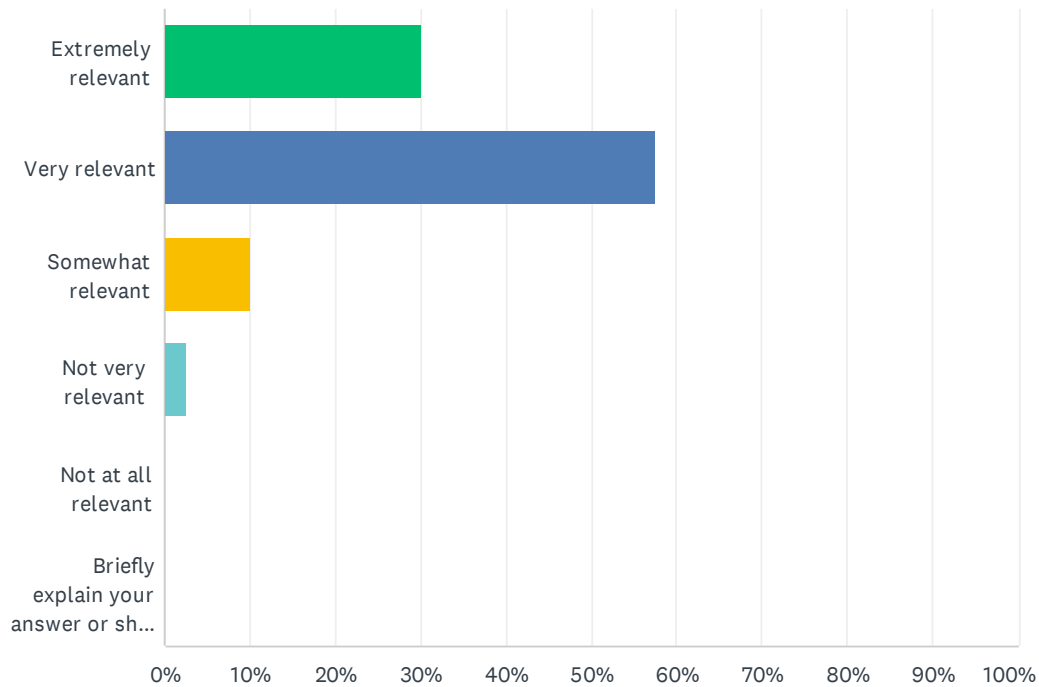


ANSWER CHOICES	RESPONSES	
Extremely well	30.00%	12
Very well	55.00%	22
Somewhat well	12.50%	5
Not so well	0.00%	0
Not at all well	0.00%	0
Briefly explain your answer or share other comments related to the session materials below:	2.50%	1
TOTAL		40

#	BRIEFLY EXPLAIN YOUR ANSWER OR SHARE OTHER COMMENTS RELATED TO THE SESSION MATERIALS BELOW:	DATE
1	I appreciated hearing from the experts with lived experience	2/7/2025 2:49 PM

Q3 Overall, how relevant were the sessions?

Answered: 40 Skipped: 0

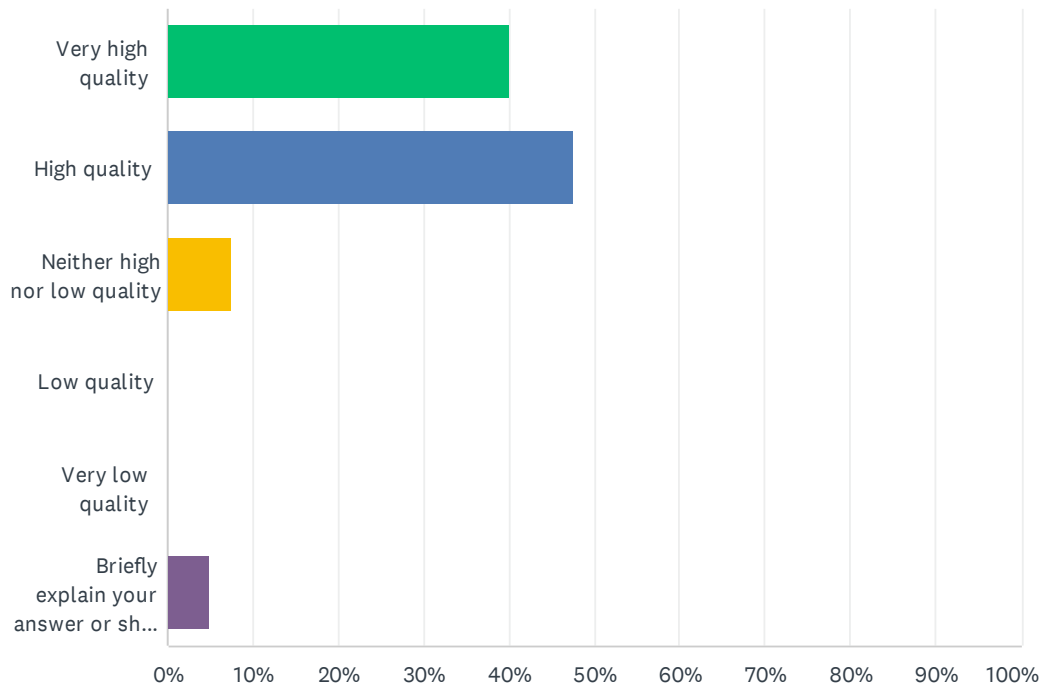


ANSWER CHOICES	RESPONSES	
Extremely relevant	30.00%	12
Very relevant	57.50%	23
Somewhat relevant	10.00%	4
Not very relevant	2.50%	1
Not at all relevant	0.00%	0
Briefly explain your answer or share other comments related to the session topics below:	0.00%	0
TOTAL		40

#	BRIEFLY EXPLAIN YOUR ANSWER OR SHARE OTHER COMMENTS RELATED TO THE SESSION TOPICS BELOW:	DATE
	There are no responses.	

Q4 Overall, how would you rate the quality of the walking tours?

Answered: 40 Skipped: 0

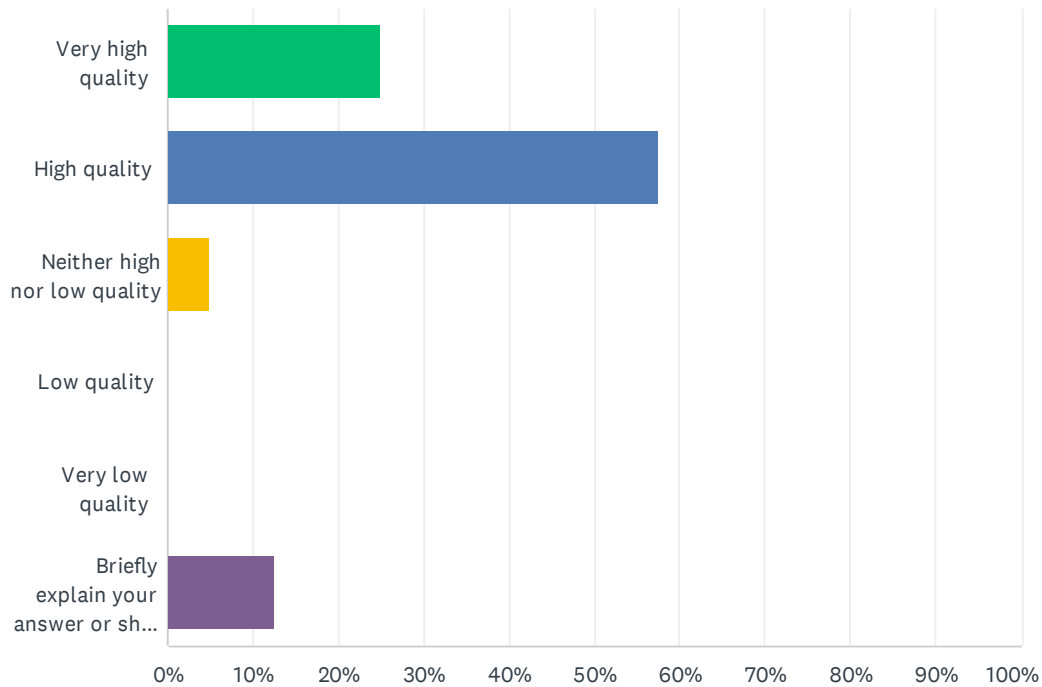


ANSWER CHOICES	RESPONSES	
Very high quality	40.00%	16
High quality	47.50%	19
Neither high nor low quality	7.50%	3
Low quality	0.00%	0
Very low quality	0.00%	0
Briefly explain your answer or share other comments related to the walking tours below:	5.00%	2
TOTAL		40

#	BRIEFLY EXPLAIN YOUR ANSWER OR SHARE OTHER COMMENTS RELATED TO THE WALKING TOURS BELOW:	DATE
1	I don't think it was shred beforehand whether we would eat during session or after. A bit confusing.	2/7/2025 2:49 PM
2	There wasn't a walking tour, we just sat in a room.	2/7/2025 1:11 PM

Q5 Overall, how would you rate the quality of the receptions?

Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very high quality	25.00%	10
High quality	57.50%	23
Neither high nor low quality	5.00%	2
Low quality	0.00%	0
Very low quality	0.00%	0
Briefly explain your answer or share other comments related to the receptions below:	12.50%	5
TOTAL		40

#	BRIEFLY EXPLAIN YOUR ANSWER OR SHARE OTHER COMMENTS RELATED TO THE RECEPTIONS BELOW:	DATE
1	Did not attend any of the receptions, which I assume are the post conference events.	2/19/2025 10:16 AM
2	Not in attendance	2/7/2025 6:34 PM
3	Did not attend	2/7/2025 2:49 PM
4	Wasn't able to attend the sessions	2/7/2025 12:22 PM
5	NA - I did not attend the receptions.	2/7/2025 11:46 AM

Q6 The best thing about this conference was...

Answered: 40 Skipped: 0

#	RESPONSES	DATE
1	Networking with other members from across the country.	3/3/2025 12:18 PM
2	Networking with others!	2/27/2025 3:06 PM
3	The message from the keynote speakers to focus on ways we can help during these challenging times. The message was uplifting and of hope, it was much needed.	2/25/2025 4:33 PM
4	networking with other Latinos and leaders in the workplace.	2/25/2025 3:25 PM
5	Motivation; role-models as inspiration; practical case-studies; culture education; networking.	2/25/2025 3:16 PM
6	networking	2/19/2025 7:19 PM
7	The opportunity to network	2/19/2025 10:53 AM
8	My walking tours were the best and most relevant-RTCC and Storytelling	2/19/2025 10:46 AM
9	The individual sessions - especially the one on imposter syndrome.	2/19/2025 10:31 AM
10	The keynote speakers and breakout sessions. They were very informative and inspiring.	2/19/2025 10:26 AM
11	Connecting with other local government professionals. The sessions about professional growth.	2/19/2025 10:22 AM
12	Joelle Martinez from the Latino Leadership Institute and her opening remarks.	2/19/2025 10:16 AM
13	I really enjoyed watching the hoop dancers. The sessions were also very engaging and kept it interesting.	2/19/2025 10:13 AM
14	The networking opportunities.	2/19/2025 10:13 AM
15	Reconnecting with my community	2/19/2025 10:10 AM
16	The networking was wonderful. All the sessions were wonderful. But having the safe space to share, to collaborate strengthened my core. I love the LGHN/MHN energy, it is second to none.	2/12/2025 3:38 PM
17	Networking with other members in the organization.	2/11/2025 9:31 AM
18	The breakout sessions were informative and fun!	2/10/2025 3:39 PM
19	It's a tie between Joelle's keynote and Matt's SDI 2.0 session. I loved those two parts of the conference.	2/10/2025 3:16 PM
20	Connecting with fellow government Latinos	2/10/2025 2:36 PM
21	connecting with colleagues from my state chapter and getting the opportunity to attend for the first time.	2/10/2025 2:11 PM
22	Networking with peers from all over country that are having the same types of issues my county is dealing with and listening to how they are working through those issues. Also being a room with people just like me and feeling welcomed like we were all family.	2/10/2025 6:51 AM
23	Learned different things about the City of Mesa on the walking tours.	2/9/2025 6:41 AM
24	Networking and hearing about what other govs are doing.	2/8/2025 2:37 PM
25	Keynotes and performers	2/7/2025 6:49 PM
26	Networking	2/7/2025 6:34 PM
27	Networking and getting to ask questions to leaders	2/7/2025 3:34 PM
28	The keynotes and sessions were the experts shared their lived experiences through humility	2/7/2025 2:49 PM

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	and vulnerability.	
29	Session topics	2/7/2025 2:31 PM
30	Informative	2/7/2025 1:33 PM
31	The Mental Health session	2/7/2025 1:11 PM
32	the conference content and sessions	2/7/2025 1:06 PM
33	Getting to connect with professionals in leadership positions and being able to hear their experiences	2/7/2025 12:22 PM
34	The diversity in the keynote speakers. Very well done. I enjoyed hearing about the Dreamer with a happy ending and watching the Native-American Dance.	2/7/2025 12:20 PM
35	Mario and tanya' session. Matt was ok too I guess. I really loved the AI session as well. May be contracting some or all presenters. So much I loved and enjoyed.	2/7/2025 12:12 PM
36	Walking tours! Fantastic way to connect, network and learn about Mesa's community. Really well done!	2/7/2025 12:04 PM
37	The intimate nature allowed for great networking opportunities. The art/story telling interwoven made it a great experience.	2/7/2025 11:56 AM
38	The connectivity of the community to discuss real-world issues and scenarios that are facing local government employees. It was very invigorating to have like-minded individuals to discuss problems, potentials solutions, and to bring hope back to our respective communities.	2/7/2025 11:55 AM
39	I really appreciated the SDI 2.0 session as I believe it was a great benefit to have at the conference that otherwise would have been a cost to do on my own.	2/7/2025 11:52 AM
40	Very educational. I appreciated the indigenous dancers and the quality of the sessions.	2/7/2025 11:46 AM

Q7 What are some things you would like to see changed for the next conference?

Answered: 40 Skipped: 0

#	RESPONSES	DATE
1	I thought everything was great.	3/3/2025 12:18 PM
2	N/A	2/27/2025 3:06 PM
3	A different location. Mesa was great, but it would be nice to go explore other cities too.	2/25/2025 4:33 PM
4	n/a	2/25/2025 3:25 PM
5	n/a	2/25/2025 3:16 PM
6	good mix of general and specific trainings	2/19/2025 7:19 PM
7	Provide more sessions with city manager presenters to provide access, coaching opportunities and exposure to the membership.	2/19/2025 10:53 AM
8	Some sessions seem to repeat the same information-AI. It was hard to find sessions in the afternoons that were relevant to me.	2/19/2025 10:46 AM
9	Remove politics from keynote speaker sessions.	2/19/2025 10:31 AM
10	Lunch could be better.	2/19/2025 10:26 AM
11	N/A	2/19/2025 10:22 AM
12	More relevant topics for middle manager level and above. Specific breakout sessions topics tailored to size of cities.	2/19/2025 10:16 AM
13	Hand out ponchos if it's going to be raining. I didn't have an umbrella with me during the walking tour	2/19/2025 10:13 AM
14	Add a motivational speaker to open before the keynote	2/19/2025 10:13 AM
15	More activities with different groups and a different venue.	2/19/2025 10:10 AM
16	Maybe a little more time to gather.	2/12/2025 3:38 PM
17	It would be cool to be able to do a "change of guards" for each of the organizations, if there is one during that time, for Presidents of each state. Or introduce each state President, so that others are informed. But also, it would be pretty cool to see the Madrinas/Padrinos, with their mentee, if they were both attending.	2/11/2025 9:31 AM
18	n/a	2/10/2025 3:39 PM
19	N/A - I thought it was great!	2/10/2025 3:16 PM
20	Pull back on the total time of the presentations from 90 min to 60 min. Even if there were 30 min breaks for networking in between, that would be great!	2/10/2025 2:36 PM
21	Possibly more options for sessions, more speakers and walking tours.	2/10/2025 2:11 PM
22	The conference was really well put together. One of the best conferences I have been to in a while.	2/10/2025 6:51 AM
23	N/A	2/9/2025 6:41 AM
24	workshops within tracks, so that we could follow a track (finance, leadership, public information,etc.)	2/8/2025 2:37 PM
25	The sponsor sessions need to be more geared toward the audience. Felt a bit too general.	2/7/2025 6:49 PM
26	Group Exercises	2/7/2025 6:34 PM

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27	More variety in sessions	2/7/2025 3:34 PM
28	Not my first conference but my first LGHN conference. I signed up for sessions right away and thought we would have a reminder or list of sessions we signed up for. Then I was told many people don't sign up they just pick day of, which can be the reason why 2 of the sessions were canceled due to not enough signups. Either have registration for sessions or don't. But if there is, make it easy for attendees.	2/7/2025 2:49 PM
29	Conference dates that are aligned with local business hours of operation. Many of the downtown Mesa businesses where closed Monday and Tuesday.	2/7/2025 2:31 PM
30	Nothing really	2/7/2025 1:33 PM
31	It would be really fun if groups of people from other places exchange pins or tokens.	2/7/2025 1:11 PM
32	healthier food options and gluten free options	2/7/2025 1:06 PM
33	Having the sessions we signed up for printed on our badges so we remember which session to attend	2/7/2025 12:22 PM
34	Nothing, this conference was well planned and thought out. Wish more people would have attended the initial walking tour.	2/7/2025 12:20 PM
35	I liked how this worked out this year. I love the intimate feeling of the conference.	2/7/2025 12:12 PM
36	N/A	2/7/2025 12:04 PM
37	I really enjoyed the format.	2/7/2025 11:56 AM
38	Excursions for the evenings.	2/7/2025 11:55 AM
39	The last session by NFBPA Revitalizing Communities was very good because half of the session was a panel but the second half was a group case study allowing attendees to work and network together. I think more sessions similar to this structure would be beneficial for the next conference.	2/7/2025 11:52 AM
40	I would suggest better session descriptions. They were very basic.	2/7/2025 11:46 AM

Q8 What topics or sessions would you suggest for the next conference?

Answered: 40 Skipped: 0

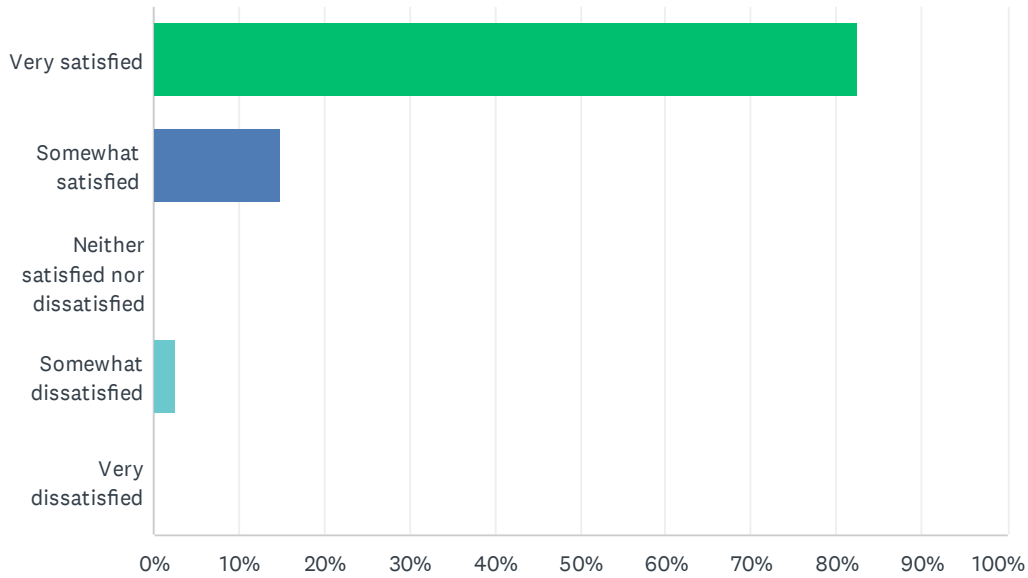
#	RESPONSES	DATE
1	Sessions/discussions focused on Latinas' experiences in local government.	3/3/2025 12:18 PM
2	N/A	2/27/2025 3:06 PM
3	Help addressing the current challenges with the federal administration.	2/25/2025 4:33 PM
4	more leadership classes.	2/25/2025 3:25 PM
5	How to deal and work effectively with non-local govts policies and values that do not align with local govts values and mission.	2/25/2025 3:16 PM
6	nothing specific	2/19/2025 7:19 PM
7	At least a session regarding the impact of State and/or federal legislation; after the federal election this would have been an excellent opportunity.	2/19/2025 10:53 AM
8	Leadership, implementing change, how to get different stakeholders/programs/entities working toward common goal for overall system	2/19/2025 10:46 AM
9	Continue with individual sessions - include sessions that focus on best practices when it comes to communication as a hispanic/latino.	2/19/2025 10:31 AM
10	How to navigate challenging situations at work with coworkers or the public.	2/19/2025 10:26 AM
11	More about personalized growth as a professional, even personal growth.	2/19/2025 10:22 AM
12	How to increase civic participation of Latinos in their communities and make them a large part of the solution to the community's concerns.	2/19/2025 10:16 AM
13	I appreciated the wide variety of topics to choose from	2/19/2025 10:13 AM
14	More professional development workshop sessions	2/19/2025 10:13 AM
15	More sessions that include how to implement best practices in leading in a low diverse community and how to explore other career paths in local government.	2/19/2025 10:10 AM
16	Sessions that remind us how we individually can make an impact in our community; where can I volunteer my experience, time and ganas to ensure others are too getting the correct information, resources, etc.	2/12/2025 3:38 PM
17	We should do another International Committee Meeting, with International Committee members. Maybe the hot topic for next year would be what the affect of President Trumps orders are doing directly to their cities, from the other countries' perspective.	2/11/2025 9:31 AM
18	Information from other departments such as parks and rec, arts center, museums, etc, other less highlighted depts.	2/10/2025 3:39 PM
19	The removal of DEI (from all things government, education, etc.) and its effects (whether good or bad). How we manage to keep our spirits up in an administration that is actively trying to tear us down and erase us.	2/10/2025 3:16 PM
20	More developmental training around leadership, mentoring, process improvement strategies.	2/10/2025 2:36 PM
21	Housing!	2/10/2025 2:11 PM
22	I would suggest a session on budgets from GFOA. Learning some tips on budget planning would be helpful for everyone as it is vital knowledge in local government.	2/10/2025 6:51 AM
23	N/A	2/9/2025 6:41 AM
24	communications	2/8/2025 2:37 PM

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25	Different material for varying career tracks	2/7/2025 6:49 PM
26	N/A	2/7/2025 6:34 PM
27	More interactive sessions, also physical materials would be nice or have the powerpoint presentations emailed	2/7/2025 3:34 PM
28	Embracing culture	2/7/2025 2:49 PM
29	Continuation of many of the topics that were discussed this year, such as economic development in downtown areas, local partnerships, and leadership training.	2/7/2025 2:31 PM
30	Work conflict resolution	2/7/2025 1:33 PM
31	How to embrace vulnerability	2/7/2025 1:11 PM
32	I've been impressed with Mesa's content and sessions.	2/7/2025 1:06 PM
33	Recruitment and Retention in Public Sector	2/7/2025 12:22 PM
34	Diversity in Management, How to deal with the different Generations in the Workplace.	2/7/2025 12:20 PM
35	I would love a session on building relationships and expectations with management and subordinates.	2/7/2025 12:12 PM
36	More AI!	2/7/2025 12:04 PM
37	Emotional Intelligence, Coaching	2/7/2025 11:56 AM
38	Generational biases in the workforce, technology (AI), language access plans for government organizations	2/7/2025 11:55 AM
39	Engaged public safety in Hispanic/Latino communities	2/7/2025 11:52 AM
40	Keeping up with work trends and the changes to policies working for the government.	2/7/2025 11:46 AM

Q9 Overall, how satisfied or dissatisfied are you with the conference?

Answered: 40 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very satisfied	82.50%	33
Somewhat satisfied	15.00%	6
Neither satisfied nor dissatisfied	0.00%	0
Somewhat dissatisfied	2.50%	1
Very dissatisfied	0.00%	0
TOTAL		40

Q10 Do you have any other comments or feedback to share?

Answered: 27 Skipped: 13

#	RESPONSES	DATE
1	Looking forward to the next conference.	3/3/2025 12:18 PM
2	The conference in Mesa, AZ was the first LGHN conference I have ever attended and I absolutely loved it. It was such an amazing experience! I am really looking forward to next years conference in Denver, CO!	2/27/2025 3:06 PM
3	Thank you for the opportunity to attend.	2/25/2025 3:25 PM
4	Great work!!! I'm happy that this forum and professional development tool is available for Hispanics.	2/25/2025 3:16 PM
5	Need to encourage more city managers/assistant city managers to attend.	2/19/2025 10:53 AM
6	Loved the culture aspect of the conference. Dont have the same thing for lunch for both days of the conference.	2/19/2025 10:46 AM
7	Include a session on how to set-up your own local chapter.	2/19/2025 10:31 AM
8	It was my first time attending the LGHN Conference and it was great. Thank you!	2/19/2025 10:26 AM
9	N/A	2/19/2025 10:22 AM
10	None.	2/19/2025 10:16 AM
11	I really enjoyed the 2025 conference and hope to attend in 2026 as well.	2/19/2025 10:13 AM
12	Having the conference next to the hotel was greatly organized. Being walking distance of other conference venues really helped!	2/19/2025 10:10 AM
13	One of the best conferences, ever. This year brining Tony and his family, Tomas Stanton and his poetry, hit differently. we need more of this to ground us.	2/12/2025 3:38 PM
14	Better snacks for in between sessions would be awesome.	2/11/2025 9:31 AM
15	n/a	2/10/2025 3:39 PM
16	N/A	2/10/2025 3:16 PM
17	N/A	2/10/2025 2:11 PM
18	The City of Mesa and MHN were great host and I felt they welcomed the conference with open arms. This was my first time attending the LGHN conference and the concept of a walking tour was an excellent idea to get everyone moving and engaged first thing in the morning. I enjoyed and learning a lot from my attendance to this conference.	2/10/2025 6:51 AM
19	Very well organized and good communication of information. The location and logistics were great.	2/8/2025 2:37 PM
20	More snacks available throughout.	2/7/2025 6:49 PM
21	Nice job!	2/7/2025 6:34 PM
22	It was my first LGHN conference. I came back to work fired up to create change and inspired to do more. It really helped me realize that leadership is not as far as I think it is. It was also really fun. Can't wait to go again next year in my home state CO!	2/7/2025 3:34 PM
23	Overall great conference!	2/7/2025 2:49 PM
24	It was my first time attending the conference and loved the small scale setting as compared to many national conferences. It was a great opportunity to connect with fellow professionals in my area and make new contacts from other states. The speakers and events were top notch. I look forward to attending others.	2/7/2025 2:31 PM

LGHN 2025 Conference Evaluation

25	Conference was well put together and organized	2/7/2025 1:33 PM
26	It was a great first time attending LGHN! I look forward to attending in the future.	2/7/2025 12:22 PM
27	Thank you for an awesome event. I especially appreciated the dancing showcase of Tony Duran and his family.	2/7/2025 11:55 AM



2025 LGHN Committees

The LGHN President appoints the chairs to all committees and subcommittees except the committees led by the LGHN's elected Vice Presidents

Career Development Committee. The Vice President for Career Development chairs the committee. This committee meets periodically to oversee the Madrinas y Padrinos coaching program. The program is a nine-month program that includes one-on-one consultations between the mentors and the mentees with periodic webinars and check-in sessions. The goal is to increase the capacity and competitiveness of LGHN members so they can move into leadership positions in local government.

Chair: Mario Diaz, City of North Miami, FL

International Committee. The President appoints the chair of the committee. The committee is co-branding with ICMA to develop the structure and process for a LGHN-led program with Puerto Rico, Mexico, and other Latin American countries – ***Principios de Exito***. The committee will develop a strategy in partnership with ICMA to provide training modules based on ICMA's *Core Competencies*. The committee will recruit and engage Spanish speaking members to 1) prepare case studies, 2) share expertise to improve infrastructure and local government leadership, and 3) conduct the trainings virtually or in person for local government professionals in Caribbean and Latin American. ***Proposed***

Chair: TBD

Membership Committee. The Vice President for Membership chairs the committee. The committee develops an annual strategy for individual and institutional membership recruitment and renewals; promotes and supports the creation of formal LGHN chapters; develops outreach and support to ICMA university chapters; and recommends annual dues structure to the LGHN Board of Directors. The primary focus of the committee's workplan for the next year will be assisting with the development of regional membership chapters. The committee is also convening quarterly meetings with all LGHN chapters to facilitate discussions between LGHN and chapters. ***Chair: Aaron Zavala, City of Pleasanton, CA*** ***Proposed Co-Chair: TBD***

LGHN Chapters Subcommittee. This committee gathers chapter leads on a regular basis to share lessons learned, discuss methods to grow memberships and expand/enhance member programs and services. ***Chair: Aaron Zavala, City of Pleasanton, CA*** ***Proposed Co-Chair: Joe Camacho, Adams County, CO.***

International Committee. The President appoints the chair of the committee. The committee is co-branding with ICMA to develop the structure and process for a LGHN-led program with Puerto Rico, Mexico, and other Latin American countries – ***Principios de Exito***. The committee will develop a strategy in partnership with ICMA to provide training modules based on ICMA's *Core Competencies*. The committee will recruit and engage Spanish speaking members to 1) prepare case studies, 2) share expertise to improve infrastructure and local government leadership, and 3) conduct the trainings virtually or in person for local government professionals in Caribbean and Latin American. ***Proposed***

Chair: TBD

Professional Development Committee. The Vice President for Professional Development chairs the committee. The committee develops professional development programs and webinars; leverages webinars presented by affiliate organizations; creates and conducts programming for ICMA and



affiliates conferences and meetings; and provides oversight of programming for LGHN's annual conference. **Chair: Ramiro Inguanzo, Village of Bal Harbour, FL**

Conference Planning Subcommittee. The subcommittee is responsible for the program including keynote and cultural talent, pre-conference and networking events, along with site logistics, volunteers, and sponsorship. **Proposed Chair: Joe Camacho, Adams County, CO**

Scholarships and Fund Development Committee. The Immediate Past President chairs the committee. The committee assists with formulating and implementing organizational income strategies to support regional events; national conferences and events, including the annual dinner at the ICMA conference; scholarships/stipends to assist young professionals attending regional and national events; and LGHN operations. The committee assists in identifying potential sponsors, with LGHN staff providing specific follow-up. **Chair: Samantha Tavares, City of Phoenix, AZ**

Other LGHN Board Committees.

Executive Committee. The committee establishes the proposed annual election calendar, call for nominations and recommends the ballot to the full board. In addition, the committee review awards applications and recommends recipients to the full board. The committee meets on other topics at the pleasure of the LGHN President. **Chair: Marcus Steele, City of Scottsdale, AZ**

NEW Treasurer's Special Committee. The committee meets regularly with the LGHN Treasurer and includes the past-president, president, and president elect. The committee receives the Treasurer's *independent* review of LGHN monthly expenses, revenues, and payment processing along with receipts and provides an *additional* level of review. (The Treasurer is not a member of the board of directors.) The committee receives the Treasurer's review of the monthly summary of financial statements (budget/actual statement and status of bank accounts including *short-term* chapter holdings) in preparation for board meetings. The committee also explores governance level financial policies and/or best practices. **Chair: Marcus Steele, City of Scottsdale, AZ**

NEW Sponsorship and Corporate Advisory Council Committee. LGHN's sustaining corporate sponsors will join at the request of the president of the board of directors to provide guidance and input to foster long term financial sustainability of the association. **Chair: Marcus Steele, City of Scottsdale, AZ**

On Pause - Communications Committee. The committee provides input related to the strategic approach to promoting the association with members, prospective members, partners and friends. Committee members provide advice to staff and the board of directors as well as share expertise regarding LGHN efforts to communicate, engage and connect with local government professionals via social media, internet, and print publications. promotional brochures and other media to market/brand the organization as well as monitor and recommend strategies to provide current and relevant information to members including regular updates to the website.



LGHN 2024 and 2025 Program and Webinar Schedule

Updated 3/5/25

January 2024	<ul style="list-style-type: none"> • LGHN 2024 Conference January 17 – 19 in Mesa, AZ
February	<ul style="list-style-type: none"> • N/A
March	<ul style="list-style-type: none"> • N/A
April	<ul style="list-style-type: none"> • Madrinas y Padrinos: Cycle Two Wrap Up on April 8, 2024 • NFBPA Forum Conference Baltimore, MD April 4 – 6, 2025
May	<ul style="list-style-type: none"> • LGHN Chapter Webinar: Central Texas Chapter on May 13 from 10 am PT/1 pm ET • LGHN and ICMA International Webinar Series: Session One May 13 from 1 pm ET
June	<ul style="list-style-type: none"> • GFOA Conference Orlando, FL from June 9 - 12, 2025 <ul style="list-style-type: none"> ➤ LGHN will host two sessions and staff a table at conference registration. ➤ Ramiro Inguanzo point person for LGHN and is responsible for staffing booth and session deliverables and logistics. • Affiliates' Webinar Series: Staying connected apart and how to work and lead remotely: June 25, 2025, NFBPA hosting
July	<ul style="list-style-type: none"> • LGHN Chapters Webinar: Central TX (attendees TBD)
August	<ul style="list-style-type: none"> • Experiencia Puerto Rico Conference, International Committee members attended August 25-28 LGHN • Affiliates' Webinar Series: Leading versus managing NFBPA hosting August 29, 2024 with 99 registrants
September	<ul style="list-style-type: none"> • Madrinas y Padrinos Third Cycle Kickoff (2024/2025) on September 19, 2024, 9 am to 1 pm PT Program Overview, DiSC Assessment and Discussion • LGHN Chapters Webinar: Illinois Chapter – Legacy Project (attendees TBD) • ICMA Conference Pittsburgh, PA (See Affiliate Sessions List Below) <ul style="list-style-type: none"> ➤ <i>LGHN Booth in Exhibit Hall from September 21 through 24</i> <i>Set up at 10:00 am Saturday</i>

	<p><i>Staffed from 4:00 to 6:00 pm Sunday</i> <i>Staffed from 10:00 to 4:00 pm Monday</i> <i>Staffed from 10:00 to 2:00 pm Tuesday</i> <i>Pack up 3:00 pm Tuesday</i></p> <p>➤ <i>LGHN Annual Dinner at Hofbräuhaus on September 22, 2024, from 7:00 to 10:00 pm</i></p>
October	<ul style="list-style-type: none"> • Affiliates' Webinar Series: Designing sustainable smart cities and counties NFBPA hosting TBD POSTPONED • LGHN Chapter Webinar: <i>Juntos Colorado Chapter (TBD)</i> POSTPONED
November	<ul style="list-style-type: none"> • <i>MMANC Conference, Santa Rosa, CA 11/6-11/8: LGHN membership development lunch and Succession Planning Best Practices session (about 125 in person attendees)</i> • LGHN and ICMA International Webinar Series: <i>Session Two, November 15 9:00 am PT (About 60 attendees)</i> • Madrinas y Padrinos Webinar and Check-in 11/21 9:30 am PT/11:00 am PT <i>(About 48 attendees)</i>
December	<ul style="list-style-type: none"> • GFOA Webinar: Enterprise Resource Planning (ERP) Systems Implementation Best Practices, December 3, 2024 9:00 am PT/Noon ET <i>(About 40 attendees)</i> • Affiliates Webinar Series: Social media and data privacy I-NAPA hosting TBD POSTPONED
January 2025	<ul style="list-style-type: none"> • Madrinas y Padrinos Webinar and Check-in 1/16 from 9:30 am to 11:00 am PT <i>(About 40 attendees)</i> • LGHN Board of Directors' Retreat on <i>January 26, 2024, at the City of Mesa – Economic Development Offices</i> • LGHN 2025 Conference Mesa, AZ Convention Center <i>January 27-29 (About 220 attendees)</i>
February 2025	<ul style="list-style-type: none"> • LGHN 2025 Annual Membership Meeting February 25, 2025 at 9 am PT/Noon ET <i>(About 55 attendees and recording shared with all 3,120 friends, partners, affiliates and members)</i>
March 2025	<ul style="list-style-type: none"> • LGHN Chapter Webinar: FL LGHN Innovation in Local Government: Sifting from Probability Government to Possibility Government March 20, 2025 from 12:30-1:30 ET POSTPONED • Madrinas y Padrinos Webinar and Check-in March 20, 2025 9:30 am PT to 11:00 am • LGHN Chapter Webinar: California series
April	<ul style="list-style-type: none"> • GFOA Webinar: Purchasing and Procurement Best Practices April 1, 2025, 9:00 am PT/Noon ET • NFBPA Conference April 9-13, 2025 San Francisco, CA (Samantha Tavares and Christine Butterfield attending)

	<ul style="list-style-type: none"> • GFOA Webinar: Rethinking Budgeting April 15 or 17, 2025 9:00 am PT/Noon ET • LGHN Chapter Webinar: California series • Juntos Colorado: April 23, 2025 8:00 am to 4:00 pm Adams County, CO
May	<ul style="list-style-type: none"> • LGHN Chapters Webinar: Michigan Chapter, first week of May • Madrinas y Padrinos Webinar and Check-in May 15, 2025 9:30 am PT to 11:00 am • LGHN Chapter Webinar: California series • LGHN Chapters Webinar: Mesa Chapter, May 21, 2025 - <i>Asian District a Cultural Gem in the Heart of Mesa, AZ date</i> • GFOA Webinar Engaging and Collaborating the Finance Department in Your Department/Division/Program Planning Efforts May 13, 2025, 9:00 am PT to 11:00 am PT
June	<ul style="list-style-type: none"> • LGHN Chapters Webinar: Central TX Chapter • LGHN Chapter Webinar: California series • GFOA Conference June 29-July 3 Washington, DC (Marcus Steele and Christine Butterfield attending)
July	<ul style="list-style-type: none"> • LGHN Chapters Webinar: IL LGHN Chapter
September	<ul style="list-style-type: none"> • LGHN Chapters Webinar: Juntos Colorado • IL Chapter half day conference, September 12
October	<ul style="list-style-type: none"> • Central TX Chapter Conference: San Marcos, TX, October 3, 2025 • MMANC Conference October 14-17 Monterey, CA • ICMA Conference October 25-29 Tampa, FL (LGHN and Affiliates' Sessions schedule days and times forthcoming) • LGHN Dinner at ICMA, October 26 from 7 to 9:30 pm Columbia Restaurant
November	<ul style="list-style-type: none"> • TBD
December	<ul style="list-style-type: none"> • TBD

LGHN Board of Directors 2025 – 2027 Goals Developed on January 26, 2025

A. Grow and Retain Our Members (Membership Committee)

Description of What Success Looks Like	
Positive trend in total number of members	
Reach 2,500 members by 2027	
Reach 3,000 members	
Grow chapters (CA to 500, MN, NM, and various counties)	
Double membership (twice)	
Members reflect the demographic of the national trends (and retain current members)	
Reengage legacy members and former board members	
Focus and target center of influence for potential new members (by highlighting value of membership)	
Professional development milestones highlighted in publications and at conference	
Engage members for ideas about the association challenges	
Establish regional chapters in the top seven states with the highest Latino population	
Grow chapters and members where we have gaps	
Establish pipeline partnerships with local entities such as community colleges	

B. Grow and Financial Sustainability (Sponsorship and Fund Development)

Description of What Success Looks Like	
Grow corporate sponsorship by five to eight new partnerships	
Support additional staff support through revenue growth	
Partner with companies aligned with the LGHN mission, vision, and goals	

Name funds that define a purpose (i.e., ICMA future of the profession fund)	
Grow engagement by providing regular content to members where sponsors are interested in participating	
Start with an initial fund-raising campaign with specific goals	
Grow sustaining sponsors by three or four (and invite Goya, MAS-TECH, Carvana, etc.)	
Develop an investment policy	
Create an endowment fund for scholarships	
Explore exclusive agreements with two or three major companies (target firms with donor funds)	
Increase partnerships with regional and national Hispanic chambers of commerce	
Grow sponsorships by \$50,000	
Create and endowment policy	
Create a Financial Sustainability Task Force to draft the array of policies	

C. Grow Our Engagement (LGHN Board of Directors' Task Force)

Description of What Success Looks Like	
Host another conference in Colorado	
Create cohort groups by subject matter expertise and titles/positions	
Develop best practices for how to engage Hispanic/Latino community members	
Develop program/dialogue/best practices for chapters on how to grow membership	
Develop LGHN led service projects	
Offer engagement specific programming	
Offer leadership skills training (certification)	
Be active on LinkedIn	

Establish an approach to continue to engage public and private sector entities in LGHN programs and services	
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D. Grow Lifelong Memberships (Career Advancement Committee)

Description of What Success Looks Like	
Start a senior membership program	
Make high return on investment decisions within membership	
Create senior advisory committee (2)/legacy member advisory committee/	
Create leadership council	
Offer a legacy session at each conference	
Consider offering insurance benefits	
Continue to engage past board members (i.e., Noel Bernal, Magda Gonzalez)	
Explore expanding dues to grow membership types	

E. Grow Our Value (Professional Development Committee)

Description of What Success Looks Like	
Consider executive career coaching	
Collect stories about how members value LGHN programs, services, and networking opportunities	
Collaborate with colleges to offer CEUs online as a component of LGHN programming	
Gather testimonials as members advance in their careers	
Create founding members video	
Develop data about current LGHN members that are CM and ACM	
Continue to discuss our value in the context of DEI	
Continue to create print media and webinars the spotlight members	

Own our value through story telling about what we do and the association values	
Share personal stories about our successes (2) along with best practices	

F. Grow High-Performing Partnerships (Executive Committee)

Description of What Success Looks Like	
“Become” a high performing partner (i.e., ensure new LGHN partners come to the association because of shared values)	
Attract more City Managers and Assistant City Managers	
Grow the number of LGHN members that serve on ICMA committees and the executive board	
Lean into state organizations and encourage chapters to partner with state level affiliates	
Engage more City and County managers to secure buy-in in the value of LGHN membership	
Explore proposing that each affiliate president serve on the ICMA executive board	
Grow affiliate representation on the LGHN board (NFBPA, I-NAPA, etc.)	
Consider scheduling a regular meeting between the chapter leaders and the LGHN board at the annual conference	