

# MEETING MINUTES

## **MLGMA Recruitment Committee**

*March 6, 2009*

The meeting was called to order by Chairman Lynch at 9:03 a.m.

### **Attendance**

Present: Bill Cousins, Tom Gromek, Jon Lynch

Absent: Eric Zuzga (previously arranged), Mike Hughes (Vice-Chair), Todd Campbell, Frank Peterson

### **Approval of Minutes**

Not Applicable

### **New Business**

- a) Review Committee Mission – Participants discussed the following committee mission and concluded that it is sufficiently clear to direct activity of the committee without need for further guidance or interpretation. Additional discussion took place specifically regarding means by which college students are recruited.

1. To identify new members of the profession;
2. To proactively welcome members to the profession
3. To encourage participation from new members at the Winter Institute and Summer Workshop;
4. To ensure first-time conference participation is positive;
5. To periodically survey new members and women and minority members, regarding their attitudes about the MLGMA;
6. To provide mentoring or other supportive services to new members; and
7. To make suggestions to the Winter Institute and Summer Workshop planning committees regarding contemporary diversity or assistantship issues.

- b) Review 2009 Goals and Objectives

Participants discussed the articulated goals and work conducted by the committee in the prior year.

1. To work with the regional groups of the MLGMA as well as County coordinators to encourage membership in the MLGMA.
2. Work with the Board of Directors to encourage membership in the ICMA of all of our members through e-mails, and contacts as well as at our annual meetings.
3. Contact non-members explaining the benefits of MLGMA and ICMA.
4. Coordinate with the conference chairman to have “mentors” for persons new to the profession and ensure that they are welcomed and assisted in their attendance.
5. Develop a hiring process packet for communities;
6. Work with Manager in Transition Committee to develop a kit to help manager members recognize the warning signs when their elected officials may be becoming dissatisfied with their performance and how the managers can deal with those situations to ensure a positive outcome.
7. Review survey and give recommendations.

- c) Discuss work plan. It was determined that each committee member would take ownership of specific goals and work toward implementation.
- d) Task work plan
  - 1. To work with the regional groups of the MLGMA as well as County coordinators to encourage membership in the MLGMA. Discuss this goal with Frank as he "owned" this area last year.
  - 2. Work with the Board of Directors to encourage membership in the ICMA of all of our members through e-mails, and contacts as well as at our annual meetings. Bill
  - 3. Contact non-members explaining the benefits of MLGMA and ICMA. Jon
  - 4. Coordinate with the conference chairman to have "mentors" for persons new to the profession and ensure that they are welcomed and assisted in their attendance. Bill
  - 5. Develop a hiring process packet for communities; Tom
  - 6. Work with Manager in Transition Committee to develop a kit to help manager members recognize the warning signs when their elected officials may be becoming dissatisfied with their performance and how the managers can deal with those situations to ensure a positive outcome. unassigned
  - 7. Review survey and give recommendations. Tom

### **Old Business**

### **Announcements**

### **Next Meeting**

To be scheduled. It was determined that meetings would take place on roughly a monthly basis via conference call with the intent of conducting at least two meetings in person.

The meeting adjourned at 9:27 a.m.