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## October Meeting Information

**Kelli Krieg  
Behavior Health Director  
SWMCCC**

Thursday, October 9th, 2025

**PLEASE NOTE TIME CHANGE!**

8:30 am MT Networking

8:50 am Chapter Meeting

9:00 am Program Begins

NDSU Extension Service Office  
2680 Empire Road, Dickinson (North  
of Sanford Clinic)  
Enter Door C / South Side

<http://ndsahra.shrm.org>

## October Meeting

Join us at 8:30 am MT for Networking  
Before the chapter meeting and  
presentation begin at 9:00 am MT.

We look forward to welcoming Kelli Krieg  
with Southwest Multi-County Correctional  
Center.



In this presentation, Kelli will provide a high level overview  
of behavioral health, including mental health, substance  
misuse and overall wellness, and it's impact on people's  
personal and professional lives and how to better support  
those experiencing them.

[Membership Month SHFM Foundation Auction](#)

**TEXT SAHRA100525 to 76278 to bid on your favorite item!**

Southwest Area Human Resource Association

# Membership Month

**Thursday, October 9, 2025**

**Networking- 8:30am**  
**Chapter Meeting- 8:50am**  
**Program- 9:00am**

**Understanding Behavioral Health**

*Grab a friend and enjoy:*  
Coffee & Pastries    Door Prizes    Conversation  
Raffle Drawings    New Member Discounts

**Guests Welcomed and Encouraged!**

Did You Miss a Meeting?

SAHRA members are able to access recordings of membership meetings by logging into our website and clicking on the Meetings & Events tab. Each month will include a link to YouTube for meetings with permission to record.

<https://ndsahra.shrm.org/>

SAHRA is on Social Media!

Instagram: @NDSAHRA

Facebook: @NDSAHRA

LinkedIn: @NDSAHRA

*Society for Human  
Resource Management*

*1800 Duke Street  
Alexandria, VA 22314*

*Phone: 703.543.3340*

*Toll Free: 800.293.SHRM*

*Email: [shrm@shrm.org](mailto:shrm@shrm.org)*

*Website: [www.shrm.org](http://www.shrm.org)*

*Thank You!*

*Thank you for your contributions  
to this edition of the SAHRA  
Newsletter..*

*Southwest Area Human Resource  
Association*

*This newsletter is a publication of the  
Southwest Area*

*Human Resource Association*

*Chapter #0571*

*PO Box 132 • Dickinson ND 58601*

*<http://ndsahra.shrm.org>*

President's Message

The Season of Change. As the fall leaves turn to the beautiful golden, browns, red and oranges, we all somehow welcome the pumpkin spice, sweaters, football and cozy nights with open arms. I hope this season finds you all enjoying the kids in school, fall sports season in full swing and if I know this group some pumpkin spice lattes at all hours of the day!

We talk about change, one thing I hope you noticed is the change in our SAHRA logo, the change comes to help SAHRA better align with SHRM National as well as the 3 other local chapters across the state. I have included the new logo below for you.

Nominations are now open for SAHRA 2026 Board positions: Diversity, Marketing and Workforce Readiness Director. If interested, please reach out to Tiffany Benner.

I hope to see all of you this month for membership month, we have fun door prize items, coffee and treats for all members, please also bring a guest to join us this month.



Treasurer's Report

*Southwest Area Human Resource Assoc.  
October, 2025*

New Statement: Checking Account				\$6,553.61
Current Checks / Deposits	09.21.25		Interest Earned	\$0.06
Compare to ending bank statement balance				\$6,553.67
Outstanding Checks / Deposits				
New Statement:	CD 15mo @ 4.00%			
Certificate of Deposit	2.5.24	Deposit	Initial funding	\$10,000.00
	2.5.25	Interest Earned		\$408.49
	5.5.25	Interest Earned		\$101.52
BALANCE				\$10,510.01

# Important Self-Care Reminders

## Prioritizing Mental Health: A Workplace Imperative

In today's fast-paced work environment, mental health is no longer a side conversation—it's central to employee well-being and organizational success. HR professionals are uniquely positioned to lead this charge, not just by offering resources, but by fostering a culture where psychological safety is the norm.

### Why it matters:

- Over 75% of employees report experiencing burnout, stress, or anxiety at work.
- Mental health challenges directly impact productivity, engagement, and retention.

Employees who feel supported are more likely to stay, thrive, and contribute meaningfully.

### What HR can do:

- Promote open conversations about mental health—normalize it.
- Share resources like Employee Assistance Programs (EAPs) and wellness apps.
- Encourage regular check-ins and flexible work arrangements.

Lead by example—model boundaries and self-care.

Mental health isn't just a personal issue—it's a business-critical one. Let's make space for empathy, resilience, and real support in the workplace.

Self-care is giving the world the best of you, instead of what's left of you

## Prioritize Your Health: The Power of Breast Cancer Screening

Early detection saves lives — and when it comes to breast cancer, screening is one of the most powerful tools available. Breast cancer is the most common cancer among women in the United States, but thanks to regular screenings and early intervention, survival rates have improved dramatically over the years.

### Why It Matters

- **1 in 8 women** will be diagnosed with breast cancer in her lifetime.

- When found early, the five-year survival rate is **over 99%**.

Many women have no symptoms in the early stages — that's why screening matters even if you feel healthy.

### What You Can Do

- **Schedule your mammogram.** Women ages 40 and older (or earlier if recommended by your doctor) should have a screening mammogram every 1–2 years.

- **Know your family history.** Talk with your provider about your personal risk factors — including family history or genetic risk — which may change when and how often you should be screened.

- **Perform self-awareness checks.** Get to know what's normal for you. Report any changes such as lumps, skin changes, or nipple discharge to your healthcare provider.

**Use your benefits.** Preventive mammograms are typically covered at 100% under most health plans. Check your benefits portal or contact your HR team to confirm where you can schedule yours.

### Take Action Today

Making time for preventive care can be life-changing — for you, your loved ones, and your future. If you've been putting off your screening, schedule your mammogram today and encourage a friend or colleague to do the same.



## Southwest Area Human Resource Association Board of Directors

### President:

Marie Bittner  
CBIZ Benefits, Glen Ullin  
marie.bittner@cbiz.com | 701-260-5964

### Past President / SHRM Foundation Director:

DeEll Jordre  
Marathon Petroleum, Dickinson  
dmjordre@marathonpetroleum.com | 701-456-6912

### President Elect / Legislative Director:

Tiffany Benner  
Baker Boy, Dickinson  
Trb\_2013@yahoo.com | 406-971-5545

### Secretary-Treasurer:

Melissa Stoltz, SHRM-SCP  
a\_mstoltz@yahoo.com | 701-260-3729

### Certification Director:

April Frank, PHR, SHRM-CP  
FH Holdings  
aprilhouseholder@yahoo.com | 701-590-2900

### Community Relations Director:

AJ Eslinger  
Charbonneau Car Center, Dickinson  
aj@cccnd.com | 701-456-9605

### Workforce Readiness Director:

Amber Beld, SHRM-CP  
Spartan Nash, Dickinson  
amber.beld@gmail.com

### Membership Director:

Kim Heidt  
Steffes, LLC, Dickinson  
kheidt@steffes.com | 701-690-6686

### Program Director:

Joetta, Percy  
Stark County, Dickinson  
jpercy@starkcountynynd.gov |  
Program Committee Members include: Marie Bittner, Carissa Suter, and Nicole Heidecker.

### Marketing Director:

Krissy Kilwein, SHRM-SCP  
Dickinson State University, Dickinson  
krissy.kilwein@dickinsonstate.edu | 701-502-4304

### Diversity Director:

Alyssa Baranko, SHRM-SCP  
Bravera Holdings Corp., Dickinson  
abaranko@bravera.bank | 701-483-3229



## SAHRA Board Meeting Minutes

September 4, 2025

**Present (Virtually):** April Frank, Joetta Percy, Alyssa Baranko, AJ Eslinger, DeEll Jordre, Melissa Stoltz, and Marie Bittner

**Absent:** Kim Heidt, Tiffany Benner, Amber Beld and Krissy Kilwein

**Guests:** None.

President Bittner called the meeting to order at 12:00 p.m.

President Bittner called for a motion to approve the August Treasurer report that was emailed to the Board. Upon motion by Joetta Percy, second by Alyssa Baranko, motion passed and was carried.

President Bittner called for a motion to approve the August 7, 2025 Board of Director meeting minutes that were emailed to the Board. Upon motion by Alyssa Baranko, second by Joetta Percy, motion passed and was carried.

### COMMITTEE REPORTS:

**Program-** Joetta Percy / Committee (Carissa Suter, Marie Bittner, Nicole Heidecker) – Suggested ideas for programming are always welcome. Future Tentative Programs: 2025 Programming –Sept – no meeting; Oct – Understanding Behavioral Health (Kelli Krieg); November – Enlisting Support for HR Initiatives; December – Coffee Social

**SHRM Foundation/Past –President** – DeEll Jordre - Watch for Foundation raffles to be held in October and December.

**Community Relations** – AJ Eslinger – Suggested ideas for community relations are welcome. SAHRA will plan to hold a campaign in October. More details to follow.

**Membership** – Kim Heidt - Kim is working on the Chapter Member audit that is due on September 30<sup>th</sup>.

**NO REPORTS - Diversity-** Alyssa Baranko / **Legislative Affairs** – Tiffany Benner / **Secretary/Treasurer-** Melissa Stoltz / **Workforce Readiness** – Amber Beld / **President Elect / President** – Marie Bittner / **Public Relations/Technology** –Krissy Kilwein/ **SHRM Certification** – April Frank

### Old Business:

The 2025 NDSHRM

Conference is September 9, 2025.

Marie has coordinated a SAHRA Member Social on

Wednesday evening in the Elbow Room. An invite will be sent to the membership.



### New Business:

- The Board discussed the SHRM Dual Member (DMR) Chapter initiative which requires chapters to move to 100% SHRM dual member status. Several members attended a webinar regarding the updates, incentives and future requirements that SHRM is setting forth. Marie received the updated logo options and reported back to the Board. After discussion, DeEll made a motion to utilize the new SHRM Co-branded logo option, second by Joetta Percy, motion passed and was carried. The Board will discuss the DMR initiative at an upcoming Board meeting to



strategically plan for any changes.

President Bittner reported that she has registered for the required Volunteer Leaders' Business Meeting (VLBM 2025) to be held November 20-22, 2025.

Meeting adjourned at 12:57 p.m.

Submitted by:  
Melissa Stoltz,  
Secretary/Treasurer

Approved by: Marie Bittner, President

**SHRM Foundation Raffle**

To Purchase Tickets:  
Text: SAHRA100525 to 76278

Follow steps on return text to enter.

Select raffle items and buy tickets

1- \$5, 4- \$15, 7- \$20

Winners need not to be present; drawing held at November SAHRA meeting

No credit card fees.  
Winner present at meeting gets 1<sup>st</sup> choice at prize selected.  
Drawing on November 13, 2025

Help support many of SHRM Foundation provided benefits while having a chance to win the following prizes!

**First & Ten Favorites**  
Brings warmth and winning snacks to your game day lineup!  
(\$20 value)

**Mindful Moments**  
Sip, reflect, and renew this baskets invites you to slow down and savor the stillness.  
(\$50 value)

**Sip Happens**  
Because life's better uncorked, one bottle at a time!  
(\$20 value)

Southwest Area  
Human Resource  
Association

## HR SUMMER SCHOOL LUNCH BREAK 2nd Thursday of the Month at 11 am MT

October Meeting Link Below  
[register and join us](#)

📅 **Date:** October 9th, 2025

🕒 **Time:** 1:00 PM Eastern

📌 **Topic:** From Rescue Mode to Results: Building a Management Layer You Can Count On

👤 **Featuring:** Join **George Rogers** and Guest Speaker **Kamaria Scott**, Founder & CEO of Enetics.

**Description:** Every strategy looks good on paper. The real test is whether managers can deliver it with their teams day after day. Too often, managers are left to figure it out on their own, and HR or senior leaders spend their energy chasing, reminding, and rescuing.

In this session, I'll share a momentum-based approach to management that takes the guesswork out of "what good looks like." You'll see how to build shared standards, set up simple routines that actually stick, and give managers the support they need to deliver on the promise of your strategy.

GIVE WHAT YOU CAN – TAKE WHAT YOU NEED  
SUPPORTING OUR COMMUNITY ONE ITEM AT A TIME

# FOOD DRIVE

LITTLE FREE PANTRY  
OCTOBER 1-31

DONATIONS CAN BE LEFT AT  
CHARBONNEAU CAR CENTER  
OR ST. JOHN'S LUTHERAN CHURCH



**DICKINSON'S LITTLE FREE PANTRY —**  
A PLACE WHERE ANYONE CAN ACCESS  
FREE FOOD AND ESSENTIAL ITEMS,  
NO QUESTIONS ASKED. YOUR SMALL ACT OF  
KINDNESS CAN MAKE A BIG DIFFERENCE.

**WHAT TO DONATE:**

NON-PERISHABLE FOOD ITEMS

- CANNED FOODS
- RICE, PASTA, OATMEAL & CEREAL
- PEANUT BUTTER & JELLY
- INDIVIDUAL SNACKS

HYGIENE ITEMS

- TOOTH PASTE & TOOTHBRUSHES
- DEODORANT & SOAP
- FEMININE HYGIENE PRODUCTS
- TRAVEL-SIZE SHAMPOO & WIPES

SEASONAL NEEDS

- HATS, GLOVES & HAND WARMERS

✓ PLEASE DONATE ONLY UNOPENED, NON-EXPIRED,  
AND SHELF-STABLE ITEMS.

✗ NO FRESH PRODUCE, RAW MEAT, OR PERISHABLE  
FOODS.

♥ THANK YOU FOR CARING FOR YOUR NEIGHBORS! ♥

## The Value of SHRM Membership

Become part of a powerful network of nearly 340,000 HR Professionals who are united in creating workplaces the work for all.

Ready to become part of the SHRM community? Join today!

[shrm.org/TransformHR](https://shrm.org/TransformHR)



# Why SHRM?

## Why SHRM Membership Matters

You don't just work in HR—you lead it. SHRM membership gives you insider access to \$13K+ in tools, expert advice, legal updates, templates, networking, and exclusive discounts on events and learning. Hesitation isn't an option—it costs money, and mistakes can derail careers.

HR is evolving fast—AI, new labor laws, shifting expectations. That's why 340,000 HR pros and 95% of the Fortune 500 turn to SHRM for expert-backed guidance, tools, and trusted answers.

With your membership, unlock \$13K+ in resources:

- Real-time help from SHRM Knowledge Advisors
- The SHRM HR Quarterly print magazine
- Alerts on compliance and workplace trends
- Time-saving templates and how-to guides
- 24/7 peer networking on SHRM Connect
- Member-only pricing on top HR events and learning

HR's best don't just join SHRM. They rely on it.

Visit [www.shrm.org](http://www.shrm.org) for more information on how to join



## Expand Your Opportunity

**76%** of HR pros with a SHRM membership say they've earned greater responsibilities in their organization.



## More Respect

Senior leaders trust SHRM members more. Be the go-to expert in the room.



## An HR Crisis Hotline

Speak with SHRM Certified Knowledge Advisors for fast, reliable answers when urgent issues arise—beyond relying on AI.



## A Game-Changing Network of HR Peers

Join SHRMConnect to exchange advice, insights, and ideas with HR pros who've been there.



## 1:1 Career Guidance and Resume Review

SHRM members earn **\$20K** more. That's not a perk—it's power. Get support and resume feedback to grow.



## Exclusive Webinars & Ready-to-Use Toolkits

Learn from top experts and walk away with toolkits you can use immediately—no fluff, just solutions.



## More Growth

**69%** of SHRM members get the high-impact projects that lead to promotions. Get noticed, get ahead.



## Customizable Templates

Use ready-to-go policies and templates to cut hours of work and avoid costly mistakes.



1. Balliet, Paige -Baker Boy, Dickinson
2. Baranko, Alyssa, SHRM-SCP\*- Bravera Holdings Corp., Dickinson
3. Beld, Amber, SHRM-CP\*- Spartan Nash, Dickinson
4. Benner, Tiffany\*-Killdeer Mountain Manufacturing, Dickinson
5. Bittner, Marie\*-CBIZ Benefits, Glen Ullin
6. Braunberger, Brooke-Watford City Park District
7. Burgess, Sierra\*-Therapy Solutions, Dickinson
8. Calihou, Dessie\*-Dunn County, Manning
9. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
10. Clonce, Michelle—Denny's Electric, Dickinson
11. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
12. Cummins, Karen-Theodore Roosevelt Medora Foundation, Medora
13. Degruy, Margaret-Theodore Roosevelt Foundation, Medora
14. DeWall, Shannon-Baker Boy, Dickinson
15. Dohrmann, Michelle-Consolidated, Dickinson
16. Dunn, Kari All in Development Company, Dickinson
17. Erickson, Kay-Dickinson Heating & Air, Dickinson
18. Eslinger, AJ\*-Charbonneau Car Center, Dickinson
19. Fetch, Cindy – Southwest Water Authority, Dickinson
20. Fong, Carter-Dickinson Chamber of Commerce, Dickinson
21. Frank, April, SHRM-CP, PHR\* - FH Holdings, Dickinson
22. Harper, Lynae, SHRM-CP-Chord Energy , Dickinson
23. Haugen, Tammy-Marathon Petroleum, Dickinson
24. Hauptmann, Stacy\*-Denny's Electric, Dickinson
25. Heidecker, Nicole-Baranko Companies, Dickinson
26. Heidt, Kim\*-Steffes, LLC, Dickinson
27. Hintz, Kristy\*-Ixom Watercare, Dickinson
28. Hintz, Layne-City of Dickinson
29. Howe, Rebecca\*, SHRM-SPC, SPHR–Savanna Well Servicing, Dickinson
30. Hueske, Coley, Foremost Well Service, Dickinson
31. Jacobson, Amy-Steffes, LLC, Dickinson
32. Jirges, Karen\*-Ebeltoft . Sickler . Lawyers, Dickinson
33. Johnson, Mackenna-Ion Field Services, Dickinson
34. Jordre, DeEll\*- Marathon Petroleum, Dickinson
35. Karsky, Alissa\*-Ironworks, Dickinson
36. Kilwein, Krissy, SHRM-SCP\*-Dickinson State University, Dickinson
37. Kitzen, April—Connect Medical Clinic, Dickinson
38. Klusmann, Chandra-Steffes, LLC, Dickinson
39. Lantz, Nancy - Southwestern District Health Unit, Dickinson
40. Logan, Katrina, PHR\*-Baker Boy, Dickinson
41. Matthews, Libby\*-Dickinson Ready Mix, Dickinson
42. McCoy, Mariel-Baranko Companies, Dickinson
43. Morasko, Kelsey-State of North Dakota Office of Management and Budget, Dickinson
44. Murray, Jen\*-Southwest Water Authority, Dickinson
45. Nameniuk, Shelly, SHRM-CP\*- City of Dickinson, Dickinson
46. Nicklos, Amanda-Steffes, LLC, Dickinson
47. Nix, Jennifer-Theodore Roosevelt Foundation, Medora
48. Norby, Jenna-McKenzie County, Alexander
49. Northrup, Terri-McKenzie County, Watford City
50. O'Shields, Ledeanne-Southwest Water Authority, Dickinson
51. Oase, Matt\*, SHRM-CP-City of Killdeer
52. Ortiz, Sofia\*
53. Parkin, Dannielle-TMI, Dickinson
54. Pearcy, Joetta, SHRM-SCP\*-Stark County, Dickinson
55. Pearson, Madison-Steffes, LLC, Dickinson
56. Pokorny, Ivy-Marathon Petroleum, Dickinson
57. Praus, Carey, SHRM-CP\*-Benz Oil Company, LLC, Killdeer
58. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
59. Ricks, Maria-Community Action, Dickinson
60. Riely, Patty-Dickinson Parks & Recreation, Dickinson
61. Sickler, Brandon\*, SHRM-CP-Killdeer Mountain Manufacturing, Dickinson
62. Stoltz, Melissa, SHRM-SCP\*, Dickinson
63. Stoneking, Janelle—Able Inc, Dickinson
64. Strommen, Sheila\*-Theodore Roosevelt Foundation, Medora
65. Suter, Carissa, SHRM-SCP– Marigold Consulting, LLC, Watford City
66. Swanson, Ashley\*-Steffes, LLC, Dickinson
67. Torgerson, Natalie, SHRM-CP\*-City of Dickinson
68. Tysver, Danita - Stark County Development, Dickinson
69. Wallace, Sarah\*- Wallace Business Services, Dickinson
70. Zubke, Carrie, SPHR, SHRM-SCP\*, - Bravera Holdings Corp, Dickinson

\* - indicates SHRM National Membership

**PHR** indicates HRCI's Professional in Human Resources certification

**SPHR** indicates HRCI's Senior Professional in Human Resources certification

**SHRM-CP** indicates SHRM's Certified Professional certification

**SHRM-SCP** indicates SHRM's Senior Certified Professional certification