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December Meeting Information

No December Meeting

Next Meeting:
January 12, 2023

Sparking Your Year of
Mentoring: Ignite Your Best and
Illuminate Others in 2023
*Presented by Jeanne Masseth,
CEO & Chief Legacy Builder,
Legacy Talent Development Inc.*



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

<http://ndsahra.shrm.org>



SAHRA Member Social

SAHRA members and a few guests attended the annual member social held November 30, 2022 at Phat Fish Brewery in Dickinson. Several door prizes were given away and \$355 was raised for the SHRM Foundation. CBIZ Benefits donated tickets to a Minnesota Wild hockey game which was the grand prize for the SHRM Foundation raffle. Congratulations to Amber Beld who was the winner! Great food, great conversations, and a great evening overall! Thanks to all who attended! More photos on page 5. ■



Interested in HR Certification?

The Society for Human Resource Management offers two levels of professional certification: Professional in Human Resources (SHRM-PHR) and Senior Professional in Human Resources (SHRM-SPHR). If you are interested in learning more, please contact Alyssa Baranko, SAHRA Certification Chair, 701-483-3229 or abaranko@bravera.bank . ■



Like us on Facebook!

SAHRA is on Facebook! For updates and reminders on SAHRA events and activities, LIKE us on Facebook.



Society for Human Resource Management

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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>
 Newsletter Editor: Carrie Zubke

President's Message

Greetings Members,

It is officially time for me to pass the torch on to the new President, DeEll Jordre. I'll transition into the Past President role and head up the SHRM Foundation fundraising for the chapter.

Again, it has been a pleasure working with the board members and serving as your President for the past two years. Cheers to the group's next chapter and 2023! ■

April Frank, SHRM-CP, PHR
 SAHRA President



Early Membership Renewal!

If you renew your SAHRA membership for 2023 by SAHRA's regular January meeting, you will be entered into a drawing to win a \$50 Visa gift card!

Drawing will take place at the January 12th meeting.

Treasurer's Report

Southwest Area Human Resource Assoc.
 November, 2022

New Statement Balance				\$15,134.48
Current Checks / Deposits	11/20/2022	Interest earned		\$0.13
	11/2/2022	Deposit	Member dues	\$170.00
	10/26/2022 #651	Stark County Ext Officer	2023 Meeting Room Fee	(\$450.00)
	11/9/2022 Debit card	Dickinson Chamber of Commerce	2023 Membership Fee	(\$165.00)
Compare to ending bank statement balance		\$14,689.61		
Outstanding Checks / Deposits	4/11/2022 #646	Stark County	Room Rental Deposit	(\$100.00)
BALANCE				\$14,589.61

SAHRA Board Minutes

November 10, 2022

Present via Zoom: Carrie Zubke, Melissa Stoltz, Amber Beld, Krissy Kilwein, Kim Heidt, Alyssa Baranko, Marie Bittner, Tiffany Benner, April Frank and DeEll Jordre. Absent: Carissa Suter. Guests: AJ Eslinger (incoming 2023 Board member).

President Frank called the meeting to order at 9:30 a.m.

President Frank called for a motion to approve the October treasurer's report that was published in the November newsletter. Upon motion by Carrie Zubke, second by Alyssa Baranko, motion passed and was carried.

President Frank called for a motion to approve the October Board of Director meeting minutes that were published in the November newsletter. Upon motion by Krissy Kilwein, second by Carrie Zubke, motion passed and was carried.

COMMITTEE REPORTS:

Program- Marie Bittner – No report.

Diversity- Jessica Kirchoffner – No report.

SHRM Certification- Alyssa Baranko – No report.

SHRM Foundation - Carissa Suter – No report.

President Elect / Legislative Affairs – DeEll Jordre – No report.

Membership- Kim Heidt – No report.

Public Relations/Technology –Krissy Kilwein – No report.

Workforce Readiness – Amber Beld - No report.

Community Relations - Carrie Zubke – No report.

Secretary/Treasurer- Melissa Stoltz – No report.

President – April Frank – The State Leadership conference will be held on December 1-2, 2022 in Bismarck. The SAHRA Board is invited to join to learn more about their Board positions.

OLD BUSINESS:

None.

NEW BUSINESS:

The Board discussed the 2023 Strategic Planning meeting to be held November 30 from 2-4 pm at Bravera Bank.

The Board discussed a November member social to follow the Strategic Planning meeting. President Frank called for a motion to approve a \$300 budget for a member social. Upon motion by Alyssa Baranko, second by Marie Bittner, motion passed and was carried. The social will be from 4-6 pm at Phat Fish on November 30th.

Meeting adjourned at 9:57 a.m. ■

Submitted by:

Melissa Stoltz, Secretary/Treasurer

Approved by: April Frank, President



Southwest Area Human Resource Association Board of Directors

President:

April Frank, PHR, SHRM-CP
FH Holdings / Home & Land Co, Dickinson
aprilhouseholder@yahoo.com | 701-590-2900

Past President / SHRM Foundation Director:

Carissa Suter, SHRM-CP
McKenzie Electric Cooperative, Watford City
csuter@mckenzieelectric.com | 701-870-4110

President Elect / Legislative Director:

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

Secretary-Treasurer:

Melissa Stoltz, SHRM-SCP, Dickinson
a_mstoltz@yahoo.com | 701-260-3729

Certification Director:

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

Community Relations Director:

Carrie Zubke, SPHR, SHRM-SCP
Bravera Holdings Corp, Dickinson
czubke@bravera.bank | 701-483-3287

Workforce Readiness Director:

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

Membership Director:

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

Program Director:

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

Public Relations / Technology Director:

Krissy Kilwein, SHRM-CP
Dickinson State University, Dickinson
krissy.kilwein@dickinsonstate.edu | 701-483-2530

Diversity Director:

Tiffany Benner
Killdeer Mountain Manufacturing, Dickinson
tiffany.benner@kmmnet.com | 406-971-5545

SAHRA Meeting Minutes

November 10, 2022

**October 13, 2022 Chapter Meeting minutes correction noted. Under "New Business", a thank you for serving as the SAHRA Diversity Director was noted to Tiffany Benner in error. The thank you should have been issued to Jessica Kirchoffner. **

Members Via Zoom/Virtual: April Frank, Alyssa Baranko, Krissy Kilwein, AJ Eslinger, Melissa Stoltz, Amber Beld, Ashley Swanson, Brandon Sickler, Brittani Hoff, Carrie Zubke, DeEll Jordre, Joetta Percy, John Cloutier, Kim Heidt, Marie Bittner, Michelle Dohrmann, Patty Riely, Rachel Peterson, Richard Hagen, Shelly Hanson, Sheila Strommen, Sierra Burgess, Tammy Haugen, and Tiffany Benner.
Guests present: Sarah Wallace, Ken Sandbakken, Director of Compensation Consulting, CBIZ Benefits

President Frank called the meeting to order at 8:27 am.

President Frank called for a motion to approve the October chapter meeting minutes that were published in the November newsletter. Upon motion by Alyssa Baranko, second by Tiffany Benner, motion passed and was carried.

NEW MEMBERS: None.

ANNOUNCEMENTS:
President Frank announced that the October treasurer's report was available for

review in the November newsletter. If there are any questions, please contact a Board member.

SHRM Spotlight - None.

President Frank reminded members to submit their 2023 Membership application to either SAHRA's PO Box 132 or to bring to the November 30th Member Social. The SAHRA application can be found here: SAHRA Membership Application

COMMITTEE REPORTS: None.

OLD BUSINESS: None.

NEW BUSINESS:
A Member Social will be held on November 30, 2022 at Phat Fish from 4-6 pm. Final details will be sent out to the membership soon. The membership month prizes will be distributed at that event, so plan to be there!

The business meeting adjourned at 8:36 a.m. ▪

PROGRAM: Pay Compression Rears Its Ugly Head! – Ken Sandbakken, Director of Compensation Consulting, CBIZ Benefits ▪

Minutes Submitted by:
Melissa Stoltz, Secretary/Treasurer;
April Frank, President

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

Thank You!

Thanks to our 2022 Board of Directors for your dedication and service to SAHRA!



- April Frank**, President
- Carissa Suter**, Past President / SHRM Foundation Director
- DeEll Jordre**, President Elect / Legislative Director
- Melissa Stoltz**, Secretary / Treasurer
- Alyssa Baranko**, Certification Director
- Carrie Zubke**, Community Relations Director
- Amber Beld**, Workforce Readiness
- Kim Heidt**, Membership Director
- Marie Bittner**, Program Director
- Krissy Kilwein**, Public Relations / Technology Director
- Tiffany Benner**, Diversity Director



SAHRA Social!



Congratulations to our door prize winners:

- Tiffany Benner*
- Carrie Zubke*
- Amber Beld*
- AJ Eslinger*
- Kim Heidt*
- Alyssa Baranko*
- Joetta Percy*
- April Frank*
- Krissy Kilwein*
- Ashley Swanson*
- Carter Fong*



1. Baranko, Alyssa, SHRM-SCP*- Bravera Holdings Corp., Dickinson
2. Beld, Amber, SHRM-CP*- Dickinson
3. Benner, Tiffany-Killdeer Mountain Manufacturing, Dickinson
4. Berger, Missy –Trial Runners, 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. Camisa, Joe-Bismarck State College, Bismarck
10. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
11. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
12. Dohrmann, Michelle-Consolidated, Dickinson
13. Enney, Justin-Killdeer Mountain Manufacturing, Dickinson
14. Eslinger, AJ*-Charbonneau Car Center, Dickinson
15. Fetch, Cindy – Southwest Water Authority, Dickinson
16. Fitzsimmons, Amanda, SHRM-SCP*-Continental Resources, Dickinson
17. Fong, Carter-Dickinson Chamber of Commerce
18. Frank, April, SHRM-CP, PHR* - FH Holdings / Home & Land Co, Dickinson
19. Hagen, Richard*-Theodore Roosevelt Medora Foundation, Medora
20. Hanson, Shelly-Fisher Industries, Dickinson
21. Harper, Lynae, SHRM-CP-Whiting Oil & Gas, Dickinson
22. Haugen, Tammy-Marathon Petroleum, Dickinson
23. Heidt, Kim*-Steffes, LLC, Dickinson
24. Heiser, Ashley-Benedictine Living Community, Dickinson
25. Hintz, Kristy*-Ixom Watercare, Dickinson
26. Hintz, Layne-City of Dickinson
27. Hoff, Brittani*-Western Cooperative Credit Union, Dickinson
28. Jenkin, Jackie- Dickinson
29. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
30. Johnson, Katrina, PHR*-Baker Boy, Dickinson
31. Jordre, DeEll- Marathon Petroleum, Dickinson
32. Kaufman, Tanner-Fisher Sand & Gravel, Dickinson
33. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
34. Kirchoffner, Jessica*-City of Watford City
35. Kovash, Aimee-Job Service, Dickinson
36. Lantz, Nancy - Southwestern District Health Unit, Dickinson
37. Messer, Jennefer, SHRM-SCP*- Fisher Industries, Dickinson
38. Michael, Sara-Theodore Roosevelt Medora Foundation, Medora
39. Murray, Jen-Southwest Water Authority, Dickinson
40. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
41. Nicklos, Amanda-Steffes, LLC, Dickinson
42. Oase, Matt*-City of Killdeer
43. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
44. Olheiser, Chris-Lund Oil, Inc., Watford City
45. O'Shields, Ledeanne-Southwest Water Authority, Dickinson
46. Pearcy, Joetta, SHRM-SCP*-Stark County, Dickinson
47. Peterson, Rachel-Fisher Industries, Dickinson
48. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
49. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
50. Riely, Patty-Dickinson Parks & Recreation, Dickinson
51. Sickler, Brandon*, SHRM-CP-Steffes LLC, Dickinson
52. Songer, Imee, SHRM-CP, SHRM-SCP, PHR, Richardton Taylor Public Schools, Richardton
53. Stoltz, Melissa, SHRM-SCP*, Dickinson
54. Strommen, Sheila-Theodore Roosevelt Foundation, Medora
55. Suter, Carissa, SHRM-SCP- McKenzie Electric Cooperative, Watford City
56. Swanson, Ashley-Steffes, LLC, Dickinson
57. Torgerson, Natalie*-City of Dickinson
58. Tysver, Danita - Stark County Development, Dickinson
59. Wallace, Sarah*-Therapy Solutions, Dickinson
60. 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