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Coffee Social!

SAHRA members enjoyed coffee and pastries and Dunn Brothers Coffee on November 29, 2023. It gave members the opportunity to enjoy some networking time and reflect on another fun and educational year of growth for our SAHRA chapter. Thank you to everyone attended. The Board of Directors looks forward to providing you with another exciting year of programming and networking opportunity. As always, if you are interested in volunteering or have ideas or suggestions, please reach out to a Board Member at any time. ▪



December Meeting Information

No December Meeting



Happy Holidays!

Join us Thursday, January 11, 2023 for our first regularly scheduled chapter meeting of the New Year!

8:00 am MT Networking
8:30 am Chapter Meeting & Program Begins
NDSU Extension Service Office

<http://ndsahra.shrm.org>

Certification Study Group

Are you interested in meeting with other SAHRA members to study for the SHRM-CP or SHRM-SCP together? Contact Alyssa Baranko, SAHRA Certification Chair, at abaranko@bravera.bank.



Like us on Facebook!

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



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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

Season Greetings and all the things! I am not sure about you, but I find myself in an exhausting whirlwind the last couple of months of the year as I try to “do all the things”. Nevertheless, I try my best to find time for a favorite beverage and moments of gratitude. Which these moments include people who simply “get it” found in this wonderful organization. Speaking of “all the things” - let’s take a quick stroll through some of the recent SAHRA activities:

November Membership Meeting: Our last chapter meeting of the year was filled with round table discussions on a variety of topics from leadership, employee recognition, mentorships and more. This gave opportunities for members to share what their experiences were on each topic and in return hopefully left with a variety of new ideas as well.

Volunteer Leader Business Meeting: Each year SHRM hosts a leadership

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Treasurer’s Report

Southwest Area Human Resource Assoc.
 November, 2023

New Statement Balance				\$15,671.052
Current Checks / Deposits	11/20/2023	Interest earned		\$0.14
	10/31/2023	Deposit	Member dues	\$280.00
	11/3/2023	Dickinson Area Chamber of Commerce	Annual membership fee	(\$165.00)
Compare to ending bank statement balance		\$15,786.19		
Outstanding Checks / Deposits	#646 4/11/2022	Stark County	Room rental deposit	(\$100.00)
	11/27/2023	Deposit	Member dues	\$365.00
	#658 11/28/2023	Melissa Stoltz	Reimbursement for Visa gift cards purchased—BOD thank you and early renewal prize	(\$150.00)
BALANCE				\$15,901.19

SAHRA Board Minutes

November 9, 2023

Present: Carrie Zubke, Tiffany Benner, April Frank, Alyssa Baranko, Melissa Stoltz, AJ Eslinger, Marie Bittner, DeEll Jordre, and Krissy Kilwein. Absent: Kim Heidt, and Amber Beld. Guests: Joetta Pearcy.

President Jordre called the meeting to order at 9:51 a.m.

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

President Jordre called for a motion to approve the October 12, 2023 Board of Director meeting minutes that were published in the November newsletter. Upon motion by Carrie Zubke, second by Melissa Stoltz, motion passed and was carried.

COMMITTEE REPORTS:

Program- Carrie Zubke / Committee: suggested ideas for programming are always welcome. The committee is looking to add more members to assist with programming. Notify a Board member if you have interest in assisting. The programming for 2024 is getting started and off to a good start. Future Programs: December (No meeting).

Diversity- Tiffany Benner: No report.

SHRM Certification- Alyssa Baranko:

No report.

SHRM Foundation – April Frank: April is looking for any new ideas to solicit SHRM Foundation fundraising for 2024. Contact April with any ideas.

President Elect / Legislative Affairs: Marie Bittner – No report.

Membership- Kim Heidt: No report.

Public Relations/Technology –Krissy Kilwein: No report.

Workforce Readiness – Amber Beld: No report.

Community Relations – AJ Eslinger: No report.

Secretary/Treasurer- Melissa Stoltz: No report.

President – DeEll Jordre: No report.

OLD BUSINESS:

DeEll will be attending the SHRM Volunteer Leader Conference in Washington, DC on November 15-19, 2023 as a SAHRA representative. April Frank will also be attending on behalf of the ND SHRM State Council along with 7 others from ND.

The SHRM Chapter Leadership Information (CLIF) report is updated and will be sent in to meet SHRM requirements.

The SAHRA Membership coffee social will be held at Dunn Brothers on November 29, 2023 from 8-9 am. Plan to join other SAHRA members to discuss current HR issues and receive a treat/beverage on SAHRA. A food pantry drive will take place at the

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Southwest Area Human Resource Association Board of Directors

President:

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

Past President / SHRM Foundation Director:

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

President Elect / Legislative Director:

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

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:

AJ Eslinger
Charbonneau Car Center, Dickinson
om.office@charbonneautomotors.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:

Carrie Zubke, SPHR, SHRM-SCP
Bravera Holdings Corp, Dickinson
czubke@bravera.bank | 701-483-3287
Program Committee Members include: Joetta Pearcy, Marie Bittner, and Carissa Suter.

Marketing Director:

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

Diversity Director:

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

SAHRA Meeting Minutes

November 9, 2023

Members Present: Alyssa Baranko, AJ Eslinger, Carter Fong, April Frank, Katrina Johnson, DeEll Jordre, Krissy Kilwein, Joetta Percy, Sheila Strommen, and Carrie Zubke. Members Via Zoom/Virtual: Patty Riely, Sierra Burgess, Amber Beld, Melissa Stoltz, Aimee Kovash, LeDeanna O’Shields, Dannielle Parkin, Madison Pearson, and Carey Praus. Guests present: Karen Cummins (Theodore Roosevelt Medora Foundation).

President Jordre called the meeting to order at 8:25 a.m.

President Jordre called for a motion to approve the October 12, 2023 chapter meeting minutes that were published in the November newsletter. Upon motion by Alyssa Baranko, second by Alissa Karsky, motion passed and was carried.

NEW MEMBERS:
None.

ANNOUNCEMENTS:
President Jordre 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.

COMMITTEE REPORTS:
None.

OLD BUSINESS:
There will be a prize drawing for a \$50 Visa card for all renewal and new member applications/payments that are submitted by the January 11, 2024

chapter meeting. Get your applications in as soon as possible. Click here for an application or go to the SAHRA website at <https://ndsahra.shrm.org/join-now>.

NEW BUSINESS:
The SAHRA Membership social will be held at Dunn Brothers Coffee on November 29th from 8:00-9:00 am. All members should join us for free drinks and pastries and fun networking! There will be no December chapter meeting.

A SHRM Foundation raffle fundraiser will be held at the November chapter meeting and at the SAHRA social on November 29th. The drawing for a Stonewall item basket will be held at the social.

SAHRA will be participating in a food pantry drive for the month of November. Items can be dropped off at a Bravera Bank location in Dickinson. For participating members, your name will be entered into a drawing for a \$25 Market Press gift card.

Reminder: No December Meeting!

The business meeting adjourned at 8:30 a.m. ▪

PROGRAM: HR Round Table
Discussions – Joetta Percy

Minutes submitted by:
Melissa Stoltz, Secretary/Treasurer
DeEll Jordre, President

SAHRA Board Minutes

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social, so be sure to bring items for a chance to win a door prize.

The 2024 Strategic Planning meeting will be held November 29, 2023. Items to discuss include: 2023 Recap, 2024 budget draft, 2024 initiatives (director/committee), online payment options, 2024 meeting dates, membership outreach.

NEW BUSINESS:
The Board discussed the 2023 SHRM Foundation donation. April shared that the donation can be made electronically from both SAHRA and the members (donations collected via 2023 raffles). Melissa will make donations online.

DeEll reminded the Board of no chapter meeting in December.

DeEll discussed the SHAPE report. She will work with the Board members to compile the information to submit to SHRM by the deadline.
Meeting adjourned at 10:11 a.m. ▪

Submitted by:
Melissa Stoltz, Secretary/Treasurer
Approved by:
DeEll Jordre, President



LESSONS IN BUSINESS

How to Be a Likable Leader

"A leader is one who knows the way, goes the way, and shows the way."

~ John C. Maxwell

Have you ever daydreamed about managing a highly motivated team? A team that strives to do its best every time at bat? A team characterized by a positive attitude? A team committed to working together to reach the goals of the organization?

As a leader, you play a key role in shaping your employees' attitudes and level of motivation. Successful leaders provide meaning and direction to the people they lead. Successful leaders are encouraging, optimistic, and likable.

In order to gauge your ability to lead and motivate your employees in a positive way, reflect on these six questions:

1. Would I like doing my employees' jobs? If not, why? What could I do to make each of their jobs better?
2. How would it feel to have myself for a boss day in and day out?
3. Would my employees describe me as upbeat and enthusiastic most of the time?
4. Are my employees comfortable around me, sharing their concerns with me, giving me advice or even disagreeing with me?
5. Do I genuinely care about each of my employees as individuals?
6. Am I committed to quality and excellence in my own work?

If you answered "yes" to most or all of the above questions, chances are good that you are perceived by your employees as a likable leader who motivates and inspires their employees with a positive attitude and positive energy.

Reflecting on these questions is just the starting point. Below are several strategies and characteristics that can help you become a more likable leader.

Practice empathy

Demonstrate genuine concern for your team members.

- Respect work-life balance by being flexible in work arrangements when possible.
- Regularly express gratitude for your employees' contributions to the company's success. Communicate effectively
- Share a compelling and motivating vision.
- Encourage open communication and practice active listening. Encourage and Recognize
- Recognize and value your employees' achievements.
- Celebrate successes, no matter how small.



Dr. Debora Dragseth
Professor of Business Administration
Dickinson State University

By implementing empathy, communication, and recognition into your leadership, you will not only know, go, and show the way, you will also ensure that the journey is rewarding for your entire team.

Debora Dragseth, Ph.D., is the Baker Boy Professor of Leadership at Dickinson State University. Her monthly column offers practical solutions to common workplace issues. ■



More SAHRA Networking!

Our SAHRA members took advantage of the opportunity to get to know each other better and enjoy a favorite beverage during our Coffee Social. We had a great turn out!

SAHRA also organized donations for the Little Food Pantries and collected a nice assortment of items to contribute. Thank you to AJ Eslinger, our Community Relations Chair, for organizing the details.

Also during our Coffee Social, all members who renewed their membership for 2024 by the November 29th Coffee Social were entered into a drawing for a \$25 Visa gift card. Congratulations to AJ Eslinger who was our winner! Don't forget to submit your membership renewal if you haven't already! ▪



SHRM Foundation Fundraiser

Congratulations to **Krissy Kilwein** who was the winner of the raffle drawing for a gift basket. SAHRA members donated \$255 from fundraising events in 2023 and our SAHRA Chapter donated an additional \$200.

The SHRM Foundation's mission is to mobilize the power of HR and activate the generosity of donors to lead positive social change impacting all things work. The Foundation is committed to elevating and empowering HR as a social force through its innovative solutions to workplace inclusion challenges, programming designed to inspire and empower the next generation of HR leaders, and awarding scholarships and professional development grants to educate and develop students and HR professionals. The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management. ▪



President’s Message

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conference for SHRM volunteers at both the local and state levels. For SAHRA it’s usually the President or President Elect that attends on behalf of our chapter. This November, I was blessed to travel with other ND Chapter Presidents and members from the ND State SHRM board.

Membership Social: I want to extend a HUGE thank you to all that joined us for the coffee social. This amazing turnout filled the coffee shop with lots of great conversation and laughter heard throughout. The board wanted to do something different for this year’s membership social- and I think it was coffee for the win!

2024 Planning Meeting: After the coffee social, the board and programming committee stayed back to pause, reflect, and

discuss items we would like to focus on for 2024. The team brought forth a lot of great ideas and will continue to fine tune them into action plans.

January Membership Meeting: Our next gathering will be in the new year. Please join us on January 11th for the first chapter meeting of the year.

I wish to end this message with a moment of gratitude- I am thankful the wonderful board and committees that volunteer their time, the learning and leadership opportunities presented this year, the expanded professional network to lean on, ability to help out our community and the friendships made all because of my involvement with SAHRA. I wish you and your loved ones only the best this holiday season. See you next year! ▪

DeEll Jordre
SAHRA President

Volunteer Leader Business Meeting

On November 15th, myself and others from ND traveled to Washington, DC to attend a 3 day jam-packed SHRM leadership conference referred to as VLBM. I was blessed to travel with others from across the state; one being a more familiar face, April Frank who will serve as the 2024 ND State SHRM Council President. The team spent an advocacy day on Capitol Hill, attended a variety of keynote speakers, took part in SHRM breakout sessions and had numerous opportunities to network with other chapters and volunteers from across the US. After hours, the group took advantage of opportunities to see some of the area monuments, try what I call ‘out of the box’ food, share many laughs and stories. Best of all, we were able to continue to build relationships with one another that hopefully will last for years to come! ▪



1. Baranko, Alyssa, SHRM-SCP*- Bravera Holdings Corp., Dickinson
2. Beld, Amber, SHRM-CP*- Spartan Nash, Dickinson
3. Benner, Tiffany*-Killdeer Mountain Manufacturing, Dickinson
4. Bittner, Marie*-CBIZ Benefits, Glen Ullin
5. Braunberger, Brooke-Watford City Park District
6. Burgess, Sierra*-Therapy Solutions, Dickinson
7. Calihou, Dessie*-Dunn County, Manning
8. Camisa, Joe-Bismarck State College, Bismarck
9. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
10. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
11. DeWall, Shannon-Baker Boy, Dickinson
12. Dohrmann, Michelle-Consolidated, Dickinson
13. Ebach, Katelyn, SHRM-CP-ESRI, Dickinson
14. Enney, Justin*-Killdeer Mountain Manufacturing, Dickinson
15. Erickson, Alicia-Dickinson Chamber of Commerce, Dickinson
16. Eslinger, AJ*-Charbonneau Car Center, Dickinson
17. Exon, Amber-McKenzie County Healthcare Systems, Watford City
18. Fetch, Cindy – Southwest Water Authority, Dickinson
19. Fong, Carter-Dickinson Chamber of Commerce
20. Frank, April, SHRM-CP, PHR* - FH Holdings, Dickinson
21. Hagen, Richard*-Theodore Roosevelt Medora Foundation, Medora
22. Haight, Reghan-Theodore Roosevelt Medora Foundation, Medora
23. Hanson, Shelly*-Fisher Industries, Dickinson
24. Harper, Lynae, SHRM-CP-Chord Energy
25. Haugen, Tammy-Marathon Petroleum, Dickinson
26. Heidt, Kim*-Steffes, LLC, Dickinson
27. Hintz, Kristy*-Ixom Watercare, Dickinson
28. Hintz, Layne-City of Dickinson
29. Hoff, Brittani*-Western Cooperative Credit Union, Dickinson
30. Howe, Rebecca*, SHRM-SPC, SPHR–Savanna Well Servicing, Dickinson
31. Jenkin, Jackie- Dickinson
32. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
33. Johnson, Katrina, PHR*-Baker Boy, Dickinson
34. Johnson, Mackenna-Baker Boy, Dickinson
35. Jordre, DeEll*- Marathon Petroleum, Dickinson
36. Karsky, Alissa*-Ironworks, Dickinson
37. Kaufman, Tanner*-Fisher Sand & Gravel, Dickinson
38. Keller, Chantel-Braun Distributing, Dickinson
39. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
40. Klusmann, Chandra-Steffes, Dickinson
41. Kovash, Aimee-Job Service, Dickinson
42. Lantz, Nancy - Southwestern District Health Unit, Dickinson
43. Matthews, Libby*-Dickinson Ready Mix, Dickinson
44. McCoy, Mariel-Baranko Companies, Dickinson
45. Messer, Jennefer, SHRM-SCP*, Dickinson
46. Michael, Sara*-Theodore Roosevelt Medora Foundation, Medora
47. Murray, Jen*-Southwest Water Authority, Dickinson
48. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
49. Nicklos, Amanda-Steffes, LLC, Dickinson
50. O'Shields, Ledeanne-Southwest Water Authority, Dickinson
51. Oase, Matt*-City of Killdeer
52. Parkin, Dannielle-TMI, Dickinson
53. Percy, Joetta, SHRM-SCP*-Stark County, Dickinson
54. Pearson, Madison-Steffes, Dickinson
55. Peterson, Rachel*-Fisher Industries, Dickinson
56. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
57. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
58. Riely, Patty-Dickinson Parks & Recreation, Dickinson
59. Rubke, Pete-Vocational Rehabilitation, Dickinson
60. Sickler, Brandon*, SHRM-CP-Killdeer Mountain Manufacturing, Dickinson
61. Stoltz, Melissa, SHRM-SCP*, Dickinson
62. Strommen, Sheila*-Theodore Roosevelt Foundation, Medora
63. Suter, Carissa, SHRM-SCP– Marigold Consulting, LLC, Watford City
64. Swanson, Ashley*-Steffes, LLC, Dickinson
65. Torgerson, Natalie*-City of Dickinson
66. Tysver, Danita - Stark County Development, Dickinson
67. Wallace, Sarah*- Wallace Business Services, Dickinson
68. 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