

What's Inside...

President's Message.....	2
Treasurer's Report.....	2
SAHRA Board Minutes	3
SAHRA Meeting Minutes	4
Wellness Tips.....	5
Diversity & Inclusion.....	5
SHRM National Conference.....	5
Membership List.....	6

February Meeting Information

Haylee Cripe
MLG Law Firm

February 9, 2023
8:15 am Doors Open
8:30 am Chapter Meeting &
Presentation



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

<http://ndsahra.shrm.org>

February

Our February SAHRA meeting will include a presentation from Haylee Cripe with MLG Law Firm.

Details on her topic will be sent as soon as available.

Please join us Thursday, February 9, 2023.

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

1800 Duke Street
 Alexandria, VA 22314
 Phone: 703.543.3340
 Toll Free: 800.293.SHRM
 Email: shrm@shrm.org
 Website: 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>
 Newsletter Editor: Carrie Zubke

President's Message

Greetings,

Last month Jeanne Masseth was back by popular demand to ignite the area of your life that you wish to focus on in 2023. Those in attendance were challenged to develop an easy-to-follow plan to place our goals in action. Many chose selfcare, professional development, work/life balance, and personal finances. What actions have you taken this month?

"Motivation gets you going and the habit gets you there." ~ Zig Ziglar ■

DeEll Jordre
 SAHRA President



Treasurer's Report

Southwest Area Human Resource Assoc.
 January, 2023

New Statement Balance				\$14,924.31
Current Checks / Deposits	1/9/2023	Interest earned		\$0.13
	1/6/2023	Deposit	Member dues	\$710.00
	1/11/2023	Deposit	Member dues	\$50.00
#654	1/17/2023	Legacy Talent Development	January program fee	(\$605.00)
Compare to ending bank statement balance		\$15,079.44		
Outstanding Checks / Deposits	#646 4/11/2022	Stark County	Room rental deposit	(\$100.00)
	1/30/2023	Deposit	Member dues	\$80.00
BALANCE				\$15,059.44

SAHRA Board Minutes

January 12, 2023

Present: Carrie Zubke, Melissa Stoltz, Amber Beld (virtual), Krissy Kilwein, Alyssa Baranko, Tiffany Benner, AJ Eslinger and DeEll Jordre . Absent: Kim Heidt, Marie Bittner, and April Frank. Guests: None.

President Jordre called the meeting to order at 9:43 a.m.

President Jordre called for a motion to approve the December treasurer's report that was published in the January newsletter. Upon motion by Carrie Zubke, second by Tiffany Benner, motion passed and was carried.

President Jordre called for a motion to approve the November 30, 2022 Board of Director meeting minutes that were published in the January newsletter. Upon motion by Alyssa Baranko, second by AJ Eslinger, motion passed and was carried.

COMMITTEE REPORTS:

Program- Carrie Zubke / Committee: Carrie reported that the committee structure is working very well. Future Programs: February TBA and March (Bill Suter).

Diversity- Tiffany Benner: No report.

SHRM Certification- Alyssa Baranko: Alyssa discussed approaching the Development Dickinson group for a possible partnership/sponsorship

opportunity for SAHRA. She will report back to the Board.

SHRM Foundation – April Frank: No report.

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: AJ is working on possible community involvement ideas and welcomes any ideas to consider from the SAHRA members.

Secretary/Treasurer- Melissa Stoltz: No report.

President – DeEll Jordre: No report.

OLD BUSINESS:

The 2023 budget process was discussed. Marie, Amber, Melissa and DeEll will meet to finalize a draft. Melissa confirmed that the SHRM Foundation donation of \$200 was submitted on behalf of SAHRA for 2022. SAHRA members contributed \$355 via the raffles held throughout the year.

The SAHRA bylaws were reviewed for updates at the November 30, 2022 SAHRA Board of Director meeting.

President Jordre called for a motion to approve the updates made in order to send to SHRM for their review and approval. Upon motion by Melissa Stoltz, second by Carrie Zubke, motion passed and was carried.

(Continued on page 4)

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 / Home & Land Co, Dickinson
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
om.office@charbonneautomotors.com | 701-456-9605

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:

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

Marketing 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

January 12, 2023

Members Present: Alyssa Baranko, Alicia Erickson, Krissy Kilwein, AJ Eslinger, Katrina Johnson, Aimee Kovash, LeDeanna O'Shields, Melissa Stoltz, Carrie Zubke, DeEll Jordre, Joetta Percy, and Tiffany Benner.
Members Via Zoom/Virtual: Amber Beld, Brandon Sickler, John Cloutier, Michelle Dohrmann, Patty Riely, Sierra Burgess, Tammy Haugen, Karen Jirges, Nancy Lantz, Carey Praus and Natalie Torgerson. Guests present: Alissa Karsky – Ironworks, Jeanne Masseth – Legacy Talent Development.

President Jordre called the meeting to order at 8:24 a.m.

President Jordre called for a motion to approve the November Chapter meeting minutes that were published in the December newsletter. Upon motion by Carrie Zubke, second by Joetta Percy, motion passed and was carried.

NEW MEMBERS: President Jordre welcomed new members Alicia Erickson (Dickinson Chamber of Commerce), Reghan Haight (Theodore Roosevelt Medora Foundation) and Katelyn Ebach (ESRI) to SAHRA.

ANNOUNCEMENTS: President Jordre announced that the November

and December Treasurer reports were available for review in the December and January newsletters. If there are any questions, please contact a Board member.

SHRM Spotlight: None.

The 2023 early renewal prize winner is Justin Enney (Killdeer Mountain Manufacturing) – congratulations Justin! President Jordre reminded members to submit their 2023 Membership application to either SAHRA's PO Box 132 or to bring to an upcoming meeting. The SAHRA application can be found here: [SAHRA Membership Application](#)

COMMITTEE REPORTS: None.

OLD BUSINESS: None.

NEW BUSINESS: President Jordre handed out the 2023 SAHRA meeting calendar. It is also available online on the SAHRA website.

The business meeting adjourned at 8:28 a.m. ■

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

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

SAHRA Board Minutes

(Continued from page 3)

The University of Mary has contacted SAHRA regarding workforce department development training options. Krissy will check with Dickinson State University as to the options offered locally.

NEW BUSINESS:

President Jordre reported that the SHAPE report deadline is January 31, 2023 and she is currently completing it.

President Jordre reported that the State Council will attend the May 11, 2023 SAHRA Membership meeting.

Meeting adjourned at 10:15 a.m. ■

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



**Congratulations
Justin Enney!
Killdeer Mountain
Manufacturing**

—

**Winner of our Early
Membership Renewal
drawing for a \$50 Visa gift
card.**

WELLNESS TIPS!

1. Establish regular exercise routines in your life.
2. Continue to work on eating healthy; vigilance will always be needed to be successful.
3. See your doctor regularly for wellness exams and health/disease screenings/tests.
4. If you have symptoms, seek medical attention; don't ignore warning signs of issues.
5. Along with your body, make efforts to stimulate and strengthen your brain as you age.
6. Maintain satisfying social relationships.
7. Keep involved in activities and pursuits that interest you.
8. Try to maintain a positive attitude to support your resilience when life hands you setbacks.
9. Keep your body hydrated with water.
10. Take care of your skin. ■



Diversity and Inclusion

What is AI?

What you should know about it...

Artificial Intelligence (AI) is a recruiting tool that companies can set up to screen the right applicants, with the right skill set, to available jobs prior to being posted. However, there can be a downfall to using AI. Some downfalls include but is not limited to: software that incorporates algorithmic decision-making; automated recruitment and selection; and other tools that can be used in employment decisions. There have been cases of AI discrimination in the past, three companies programmed their software to automatically reject more than 200 older applicants. Technology is always evolving and artificial intelligence is a part of that, especially in the HR world, so be sure to do your research before using an AI system.

Read more about it at: <https://www.shrm.org/ResourcesAndTools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/Pages/Artificial-Intelligence-Takes-Center-Stage-at-EEOC.aspx> ■

A promotional banner for the SHRM Annual Conference & Expo 2023. The background features a stylized, colorful cityscape of Las Vegas at night, with the Statue of Liberty on the right. A large, glowing banner in the center reads "WELCOME TO Fabulous LAS VEGAS NEVADA". The text "SHRM 23" is visible on the left and right sides. At the bottom, the text "The Drive for Change Starts Here" is written in large, bold white letters, followed by "SHRM Annual Conference & Expo 2023 | Las Vegas & Virtual | June 11-14, 2023." in a smaller white font.

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. Ebach, Katelyn-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. Fetch, Cindy – Southwest Water Authority, Dickinson
18. Fitzsimmons, Amanda, SHRM-SCP*-Continental Resources, Dickinson
19. Fong, Carter-Dickinson Chamber of Commerce
20. Frank, April, SHRM-CP, PHR* - FH Holdings / Home & Land Co, 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-Whiting Oil & Gas, Dickinson
25. Haugen, Tammy-Marathon Petroleum, Dickinson
26. Heidt, Kim*-Steffes, LLC, Dickinson
27. Heiser, Ashley-Benedictine Living Community, Dickinson
28. Hintz, Kristy*-Ixom Watercare, Dickinson
29. Hintz, Layne-City of Dickinson
30. Hoff, Brittani*-Western Cooperative Credit Union, 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. Kaufman, Tanner-Fisher Sand & Gravel, Dickinson
37. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
38. Kirchoffner, Jessica*-City of Watford City
39. Kovash, Aimee-Job Service, Dickinson
40. Lantz, Nancy - Southwestern District Health Unit, Dickinson
41. Messer, Jennefer, SHRM-SCP*- Fisher Industries, Dickinson
42. Michael, Sara-Theodore Roosevelt Medora Foundation, Medora
43. Murray, Jen-Southwest Water Authority, Dickinson
44. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
45. Nicklos, Amanda-Steffes, LLC, Dickinson
46. Oase, Matt*-City of Killdeer
47. Obritsch, Kathleen - Sysko Business Solutions, Dickinson
48. Olheiser, Chris-Lund Oil, Inc., Watford City
49. O'Shields, Ledeanna-Southwest Water Authority, Dickinson
50. Parkin, Dannielle-TMI, Dickinson
51. Pearcy, Joetta, SHRM-SCP*-Stark County, Dickinson
52. Peterson, Rachel-Fisher Industries, Dickinson
53. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
54. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
55. Riely, Patty-Dickinson Parks & Recreation, Dickinson
56. Sickler, Brandon*, SHRM-CP-Steffes LLC, Dickinson
57. Songer, Imee, SHRM-CP, SHRM-SCP, PHR, Richardton Taylor Public Schools, Richardton
58. Stoltz, Melissa, SHRM-SCP*, Dickinson
59. Strommen, Sheila-Theodore Roosevelt Foundation, Medora
60. Suter, Carissa, SHRM-SCP- McKenzie Electric Cooperative, Watford City
61. Swanson, Ashley-Steffes, LLC, Dickinson
62. Torgerson, Natalie*-City of Dickinson
63. Tysver, Danita - Stark County Development, Dickinson
64. Wallace, Sarah*-Therapy Solutions, Dickinson
65. 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