

June Meeting

Join SAHRA's monthly membership meeting as we welcome Jeremy York with Purple Ink. Jeremy is the VP of Talent Strategy & Success and co-author of The JoyPowered® Organization. He will present on the topic of "Toxic Workplace Cultures." Jeremy's expertise in defining and understanding the "big picture" enables him to translate business needs into tangible solutions.

Why and how do workplace cultures become toxic? The funny thing is that very few employees come into work with the intention of behaving in an interrupting, unkind, or unproductive fashion. People have good intentions. Most of the time, however, a toxic culture is the result of small, unhappy interactions that build up and create a whole community that unintentionally supports bad or not-so-helpful behavior. This subject makes news headlines, but there are very few public discussions about how to prevent toxicity or change it. This presentation will discuss how HR can prevent toxic workplaces.

Jeremy has over 20 years of experience in human resource strategy and operations. Holding various HR leadership roles, he has worked with and advised all levels of management on critical business and people-related issues. With his guidance, organizations have improved employee relations, increased performance, and developed cultures based on mutual trust and respect. Jeremy earned a bachelors degree in Organizational Leadership and Supervision from Purdue University and a master's in Management from Indiana Wesleyan University. He is a SHRM-Senior Certified Professional and a certified Senior Professional in Human Resources. Jeremy is an adjunct faculty member for the Department of Organizational Leadership at Indiana

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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 . ■



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June Meeting Information

Toxic Workplace Cultures
 Presented by Jeremy York
 VP of Talent Strategy &
 Success
 Purple Ink



Thursday, June 9, 2022
 Fluffy Fields
 8:00 am breakfast available
 8:15 am SAHRA chapter
 meeting
 8:30 am speaker presentation

<http://ndsahra.shrm.org>

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



Oh my goodness can you believe we are nearly half way through 2022? My 2022 goal list is staring me in the face and to be completely honest I have not made much progress! No need to fret, there is still time I tell myself. As St. Francis de Sales said "Have patience with all things, but chiefly have patience with yourself." Enjoy the beginning of summer and have patience with yourself! ■

April Frank PHR, SHRM-CP
 SAHRA President

ND SHRM Award for Professional Excellence in Human Resources Management

Award requirements and the nomination form can be found on the SAHRA website. Nominations must be received no later than August 26, 2022.

Treasurer's Report

Southwest Area Human Resource Assoc
 May, 2022

New Statement Balance				\$16,451.20
Current Checks / Deposits	5/19/2022	Interest earned		\$0.13
	5/6/2022	Deposit	Member dues	\$50.00
	5/19/2022	Deposit	Member dues	\$40.00
Debit card	5/13/2022	Fluffy Fields	May meeting room fee	(\$50.00)
#647	5/9/2022	Stark County	Aug-Dec meeting room fee	(\$250.00)
Compare to ending bank statement balance		\$16,241.33		
Outstanding Checks / Deposits				
#646	4/11/2022	Stark County	Meeting room deposit	(\$100.00)
BALANCE				\$16,141.33

SAHRA Board Minutes

May 12, 2022

Present: Melissa Stoltz, Amber Beld, Krissy Kilwein, Kim Heidt, Marie Bittner and DeEll Jordre. Absent: April Frank, Carrie Zubke, Alyssa Baranko, Carissa Suter and Jessica Kirchoffner. Guests: None.

President-Elect Jordre called the meeting to order at 9:18 a.m.

President-Elect Jordre called for a motion to approve the April treasurer's report that was published in the May newsletter. Upon motion by Marie Bittner, second by Kim Heidt, motion passed and was carried.

President-Elect Jordre called for a motion to approve the April Board of Director meeting minutes that were published in the May newsletter. Upon motion by Marie Bittner, second by Kim Heidt, motion passed and was carried.

COMMITTEE REPORTS:

Program- Marie Bittner
2022 programs

- June – TBD
- July - no program
- August – Ellie Papineau

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 – Melissa reported that it would be a \$10/month charge if SAHRA would accept electronic payment options. Marie and Melissa will follow up with a few other chapters as to how they process their payments.

OLD BUSINESS:

President Frank is working with the Board to submit the Secretary of State application.

President Frank will submit all recent approved by-law updates to the Board for review. She will forward to SHRM for formal approval.

The SHRM Spotlight will be presented by the SHRM Field Services Representative for the June meeting. Kim Heidt will present for August.

NEW BUSINESS:

Congratulations to SAHRA for earning the 2021 SHRM Platinum EXCEL Award!

Board of Director elections will take place in September. Positions open for elections are President-Elect, Secretary/Treasurer, Community

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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
Baker Boy, Dickinson
amberb@bakerboy.com | 701-456-1520

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:

Jessica Kirchoffner
City of Watford City, Watford City
jessielg28@ndsupernet.com | 701-290-8242

SAHRA Meeting Minutes

May 12, 2022

Members Present: Marie Bittner, AJ Eslinger, Kim Heidt, DeEll Jordre, Katrina Johnson, Krissy Kilwein, Joetta Percy, and Melissa Stoltz. Members Via Zoom/Virtual: Amber Beld, Sierra Burgess, John Cloutier, Lynae Harper, Ashley Heiser, Jen Murray, Amanda Nicklos, LeDeanna O'Shields, Patty Reily, Brandon Sickler and Natalie Torgerson. Guests present: Angie Kennedy (CBIZ).

President-Elect Jordre called the meeting to order at 8:23 am.

President-Elect Jordre called for a motion to approve the April chapter meeting minutes that were published in the May newsletter. Upon motion by Marie Bittner, second by Joetta Percy, motion passed and was carried.

NEW MEMBERS:

President-Elect Jordre welcomed new member, Joe Camisa (Bismarck State College – Train ND Manager), to SAHRA.

ANNOUNCEMENTS:

President-Elect Jordre announced that the April treasurer's report was available for review in the May newsletter. If there are any questions, please contact a Board member.

Monthly SHRM Topic – presented by DeEll Jordre – HR Podcasts.

Congratulations to SAHRA for achieving the 2021 SHRM Platinum Excel Award!

The Annual SHRM National Conference is June 12-15, 2022 in New Orleans. The ND SHRM state conference registration is open. The conference will be held on September 19-21, 2022 in Fargo.

COMMITTEE REPORTS:

None.

OLD BUSINESS:

None.

NEW BUSINESS:

Starting on August 11, 2022, the SAHRA membership meetings will be held at the Stark-Billings NDSU Extension Service Office in the Dakota Room. The building is located to the north of Sanford Clinic and west of the CHI-St. Alexius hospital. More information will be provided closer to the meeting.

The business meeting adjourned at 8:32 a.m.

PROGRAM:

Resource Round Up – Free Wellbeing Programs & Resources At Your Fingertips – Angie Kennedy, Senior Engagement and Wellbeing Consultant, CBIZ. ■

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

SAHRA Board Minutes

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Relations, Certification, Membership and Program. Contact a Board Member if you have interest.

Meeting adjourned at 9:49 a.m. ■

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

June Meeting

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University-Purdue University Indianapolis (IUPUI) and is involved in SHRM, HR Indiana SHRM, and Indy SHRM.

Key objectives covered in this presentation include:

- Discuss workplace toxicity; define what it is and why it isn't an imaginary problem.
- Understand how toxicity impacts workplace cultures and the cost of avoidance.
- Identify signs of a toxic workplace and discuss how toxicity manifests itself in the workplace.
- Learn strategies for affecting change and addressing toxic workplace behaviors.

Join us Thursday, June 9, 2022 at Fluffy Fields. 8:00 am MT breakfast is available; 8:15 am SAHRA chapter meeting begins followed by the presentation. ■

SAHRA Spotlight

Meet Katrina Johnson! Katrina currently works at Baker Boy as an HR Generalist since November of 2021. Prior to that, she worked for Sanford Health as a Talent Acquisition Representative (Fargo) and most recently, as a Physician Recruiter (Bismarck) before moving to Dickinson in November. She holds a Bachelors of Science in Business Management with a HR focus from NDSU and is currently working on her MBA with a focus on HR Management and Business Operations through the University of Mary. Katrina and her boyfriend, Devin, have a cat, Asiago are excited to be part of the Dickinson community – during her free time she enjoys her nine nieces and nephews and also enjoys league volleyball and softball. Welcome Katrina!



Katrina Johnson

I was always looking outside myself for strength and confidence, but it comes from within. It is there all the time.

-Anna Freud

New Meeting Location

Beginning with SAHRA's August chapter meeting, our meeting location will be changing to the Stark-Billings NDSU Extension Service Office. The office is located at 3680 Empire Road in Dickinson. Please enter via door C which is located on the west side of the building. It is conveniently located off of I-94, and offers a nice classroom-style meeting space with ample parking available.

We wanted to provide you early notice of the change that will begin with the August 11th meeting and will continue for the remainder of the year. We look forward to see you at our new meeting location! ■

Have You Heard?

The 2022 ND SHRM Workforce and HR Conference will be held in Fargo from September 19th -21st and this year's theme is HR Reimagined. Keynote speakers will be announced shortly. Don't delay get registered today!



<https://ndshrm.com/>

If you or your employer are interested in sponsoring or exhibiting at the conference, please e-mail April Frank at aprilfrank@ndshrm.com.

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