

## What's Inside...

President's Message.....	2
Treasurer's Report.....	2
SAHRA Board Minutes .....	3
SAHRA Meeting Minutes .....	4
Lessons in Business .....	5
Food Drive .....	6
Early Membership Renewal Drawing....	6
SHRM Foundation Fundraiser .....	6
Prize Winners.....	6
6 Ways to Practice Gratitude .....	7
Membership List.....	8

### November Meeting Information



November 9, 2023  
8:15 am Doors Open  
8:30 am Chapter Meeting &  
Roundtable Discussion



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

<http://ndsahra.shrm.org>

## November Roundtable & Coffee Social

SAHRA will host a roundtable discussion in November on a variety of HR topics. Join us at our regularly scheduled meeting for small group breakouts and an opportunity to hear from each of the groups during a short reporting session at the conclusion. Check your email box for a survey link to complete. See you there!

Don't forget to join us for our first ever Coffee Social! All members are invited to SAHRA's Coffee Social on November 29, 2023 from 8 am to 9 am for coffee and pastries and conversations! ▪



## 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](mailto:abaranko@bravera.bank) . ▪



## Like us on Facebook!

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



## President’s Message

Greetings!

In the blink of an eye, 2023 is quickly coming to an end! I wanted to take a quick moment to highlight some of the activities taking place for the remainder of 2023.

November Membership Meeting (Nov 9<sup>th</sup>): SAHRA is filled with amazing professionals across many industries—what a great opportunity we have to tap into that knowledge base during this month’s membership meeting! Please join us for roundtable discussion on a variety of topics.

Coffee Social (Nov 29<sup>th</sup>): Each year we provide an opportunity for all members to come together for a causal networking opportunity. Let’s start your day off right with your favorite beverage from Dunn Brother’s Coffee, complimented by friendly conversation with other SAHRA members.



*(Continued on page 4)*

### Society for Human Resource Management

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 Alexandria, VA 22314  
 Phone: 703.543.3340  
 Toll Free: 800.293.SHRM  
 Email: [shrm@shrm.org](mailto:shrm@shrm.org)  
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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

## Treasurer’s Report

Southwest Area Human Resource Assoc.  
 October, 2023

New Statement Balance				\$15,859.49
Current Checks / Deposits	10/19/2023	Interest earned		\$0.13
	9/28/2023	Deposit	Member dues	\$40.00
	#657 10/10/2023	NDSHRM	State Conference promotional item	(\$135.00)
	Debit card 10/11/2023	Market Press Coffee	Membership Month door prize	(\$25.00)
	Debit card 10/13/2023	The Hub	Membership Month snacks	(\$68.57)
Compare to ending bank statement balance		\$15,671.05		
Outstanding Checks / Deposits	#646 4/11/2022	Stark County	Room rental deposit	(\$100.00)
	10/31/2023	Deposit	Membership dues	\$280.00
BALANCE				\$15,851.05

# SAHRA Board Minutes

October 12, 2023

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

President Jordre called the meeting to order at 9:59 a.m.

President Jordre called for a motion to approve the August and September treasurer's reports that were published in the September and October newsletters. Upon motion by Marie Bittner, second by Alyssa Baranko, motion passed and was carried.

President Jordre called for a motion to approve the August 11, 2023 and the September 7, 2023 Board of Director meeting minutes that were published in the September and October newsletters. Upon motion by Marie Bittner, second by Kim Heidt, motion passed and was carried.

## COMMITTEE REPORTS:

Program-Carrie Zubke / Committee: Suggested ideas for programming are always welcome. Future Programs: November (roundtable topics), December (no meeting).

Diversity- Tiffany Benner: No report.

SHRM Certification- Alyssa Baranko: Alyssa received a renewal notice from SHRM for SAHRA to continue obtaining recertification credits for programming. She is checking on

the validity of this as SAHRA hasn't paid this in the past.

SHRM Foundation – April Frank: No report.

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

Membership- Kim Heidt: Kim requested another review to add accepting credit card payments as an option for member applications. Melissa will review options and report back to the Board.

Public Relations/Technology –Krissy Kilwein: No report.

Workforce Readiness – Amber Beld: No report.

Community Relations – AJ Eslinger: Looking at the Little Food Pantry for next event for donations to be collected in November.

Secretary/Treasurer- Melissa Stoltz: The Dickinson Chamber of Commerce membership is up for renewal and will be paid.

President – DeEll Jordre: DeEll will be attending the SHRM Volunteer Leader Conference in Washington, DC on November 15-18, 2023 as a SAHRA representative.

## OLD BUSINESS:

Board members gave feedback on their experience at the 2023 ND SHRM Conference.

The Board is considering a member social to be held in November or December. DeEll will look at possible

(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, 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  
Committee Members include: Joetta Percy, Marie Bittner, and Carissa Suter.

### Marketing Director:

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

### Diversity Director:

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

# SAHRA Meeting Minutes

October 12, 2023

Members Present: Alyssa Baranko, Marie Bittner, Michelle Dohrmann, AJ Eslinger, Shelly Hanson, Tammy Haugen, Kim Heidt, DeEll Jordre, Chandra Klusmann, Krissy Kilwein, Libby Matthews, LeDeanna O’Shields, Joetta Percy, and Melissa Stoltz

Members Via Zoom/Virtual: Patty Riely, Sierra Burgess, John Cloutier, Shannon DeWall, Kristy Hintz, Brittani Hoff, and Nancy Lantz

Guests present: Kevin McMurtrey (Marathon), Jen Zier (Fisher Industries).

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

President Jordre called for a motion to approve the September 7, 2023 chapter meeting minutes that were published in the October newsletter. Upon motion by Chandra Klusmann, second by Joetta Percy, motion passed and was carried.

NEW MEMBERS:  
None.

ANNOUNCEMENTS:  
It’s Membership Month! Chances for door prizes and the SHRM Foundation raffle fundraiser were held. 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 chapter meeting. Get your applications in as soon as possible. [Click here](#) for an application.

President Jordre announced that the

September treasurer’s report was available for review in the October newsletter. If there are any questions, please contact a Board member.

Vision West ND presents “Diversity, Inclusion, & Exceptional Performance” on October 19<sup>th</sup> from 10 am – 3 pm at the Stark County Veterans Memorial. SHRM recertification credits are available and seats are limited.

Develop Dickinson is hosting a Women’s Leadership Summit on November 3<sup>rd</sup> from 9 am – 1 pm at the August House Venue.

COMMITTEE REPORTS:  
None.

OLD BUSINESS:  
None.

NEW BUSINESS:  
None.

The business meeting adjourned at 8:30 am.

PROGRAM:  
Southwest Area Career and Technical Institute – Overview & Tour; Aaron Anderson, SWACTE Director ▪

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



# SAHRA Board

*(Continued from page 3)*

dates.

NEW BUSINESS:  
The Board discussed the 2024 Strategic Planning meeting and setting up a date/time for this. DeEll will send out possible dates to consider.

DeEll collected board member information for the annual CLIF report to be submitted to SHRM.

Meeting adjourned at 10:27 am. ▪

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

# President’s Message

*(Continued from page 2)*

2024 Planning Meeting (Nov 29<sup>th</sup>): The board meets each year to line out our strategic goals and focus areas for the upcoming year. The team is passionate in serving our members! Please reach out to any board member with what you would like us to consider for 2024.

As we look to bring in the new year, the SAHRA team will be taking the month of December off to rest, recoup, and refresh. On behalf of the Board of Directors, we wish you the very best this holiday season. We are thankful and grateful for YOU! ▪

## LESSONS IN BUSINESS

### Meeting the Needs of Deskless Workers

By Debora Dragseth, P.D.

#### Definitions

**Deskless Workers:** Employees who do not have a fixed or permanent workstation and operate primarily outside a traditional office setting. Their jobs cannot be done remotely and require physical presence. Examples include workers in food production, manufacturing, health care, retail, and hospitality.

**Quick Quitting:** A situation where workers leave a new job within a very brief period, ranging from a single day to a few weeks.

**No Call, No Shows:** Refers to employees who, despite having been hired, fail to show up for work and do not contact the employer to explain their absence.

#### The Current State of Deskless Workers

Deskless workers are historically the most overlooked yet vital contributors to the workforce. A recent study by the Boston Consulting Group (BCG), "Making Work Work Better for Deskless Employees," reveals that more than half of these employees feel burned out, with 43 percent at risk of quitting—either passively or actively job seeking. In the retail sector, that number jumps to 48 percent.

A recurrent theme of this column is the pivotal role of leadership. Employees often don't leave jobs, they leave their unsupportive bosses. Deskless employees are no different. The BCG study notes that deskless workers who are dissatisfied with their managers are less likely to recommend their employer, and are twice as likely to quit.

**Company Policies: Are They Inclusive?** Consider whether your organization respects, supports, and values deskless workers as much as their desk-bound counterparts. Are deskless workers considered less valuable and more easily replaceable? Ensure deskless workers receive the information and training they need to do their jobs well. Afford them advancement opportunities. Keep your deskless employees' needs in mind when developing company policies.

With current labor shortages and remarkably low unemployment, supporting deskless workers is a key way to boost employee retention.

#### Proactive Initiatives

Two manufacturing firms in Dickinson, North Dakota, make an effort to engage their deskless employees in a meaningful way.



Dr. Debora Dragseth  
Professor of Business Administration  
Dickinson State University

#### Baker Boy

President Guy Moos organizes a celebratory lunch for employees marking five years at the company, an inclusive gesture that promotes a sense of belonging. Moos's wife Sandy and his sister (and partner) Midgie Moos are also invited. The lunch includes those employees that have a desk as well as those who don't. According to Moos, "During the lunch, I go around the room and ask each of them to share what is happening in their personal lives (if they are comfortable sharing . . . so far, no one has declined) and what is happening in the department in which they work. I share information about Baker Boy— current events and future direction of the company. In closing, I share with them on behalf of Sandy, Midgie, and myself our deep appreciation for the important work they do each day. Baker Boy would not be where it is and where it is going without dedicated and committed colleagues like them."

#### TMI Systems Corporation

Adopting a universal and consistent approach to communication, TMI has large screens placed throughout its factories and breakrooms. Tom Krank, Senior Vice President and General Manager noted, "A 5-minute video is shared with all employees each week. The topics vary from human resource, quality, and safety to many other topics. From time to time, we might conduct an interview with an employee, customer, or supplier. The goal is

*(Continued on page 6)*

## Food Drive!

SAHRA will be collecting donations at the November meeting and the Member Coffee Social. If you can't make it to one of those events, donations can be dropped off at Bravera Bank's downtown location by November 29, 2023. Each member that donates will receive an entry for a \$25 gift card drawing to Market Press Coffee. ■



**FEED THE HUNGRY**

### Early Membership Renewal Drawing

If you renew your SAHRA membership for 2024 by SAHRA's regular January meeting, you will be entered into a drawing to win a \$50 Visa gift card!

2024 rates

\$50 SHRM Members ~ \$65 Non- SHRM Members

## LESSONS IN BUSINESS

*(Continued from page 5)*

to share the same information with all employees, whether they work in the factory, out in the field, or in the office." As Baker Boy and TMI realize, nurturing a supportive organizational climate is important in sustaining the often-overlooked deskless workforce.

*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. ■*

## SHRM Foundation Fundraiser

Stonewall items: strawberry apple rhubarb jam, blueberry pancake mix, wild Maine blueberry syrup, tea towel, whisk, flipper, tea, sober dough mix, all in a ceramic bowl. All donations go to the SHRM Foundation.

1 ticket \$5

3 tickets \$10

7 tickets \$20



## Prize Winners!

Congratulations to our winners of the Membership Month basket giveaways. AJ Eslinger won the SHRM Foundation basket raffle and we raised \$70 to donate to the Foundation. Congratulations! ■



# 6 Ways to Practice Gratitude

## 1. Keep a daily gratitude journal.

Keeping a journal of daily entries may sound like another task to keep up with, but it shouldn't be considered a task. Not only can keeping a gratitude journal be therapeutic, but it can help you change your life in a positive way without being difficult or tedious. All you have to do is create a brief entry each day and you're done! Just make sure that your entries are meaningful and true so that journaling will be more effective for you.

While there are many [gratitude journal apps](#) available for your smart device, scientists have proven that keeping such a journal is more effective if you actually write in it each day... as opposed to doing so electronically. The brain processes the act of writing in a journal more effectively than keeping one electronically, according to research. But if your best option is an electronic journal, then go for it! It will still work in the long run.

To get started the old fashioned way, simply choose a notebook or purchase an [official gratitude journal](#) and start creating entries regularly. Preferably daily. If you miss an occasional day, that's fine... but try to stick with it as much as possible in order for it to [be effective](#).

## 2. Show gratitude towards others.

It's not difficult to show gratitude towards others, especially when they do something that you are appreciative for. For instance, if you work in an office and notice the front desk receptionist works very hard, completing many tasks with a smile on her face, you should show gratitude towards

her.

It's not difficult to show gratitude towards others, especially when they do something that you are appreciative for.

This could be done by simply approaching her when she has free moment to say, "I just wanted you to know that I notice how hard you work on a daily basis and that you're very much appreciated. Thank you so much for doing a great job and doing so much to help us all."

Or if you prefer action over words... you could buy her a single flower, card or other small gift with a note attached that states how grateful you are. Either way you go, she is likely to be very appreciative... which will improve levels of happiness and positivity in both of you.

## 3. Create a daily gratitude mantra.

A mantra is a positive saying that you may have heard or read somewhere, or you may have even made it up. Mantras are spoken aloud with emotion. The more you recite your mantra, the more it can improve your mood and overall level of positivity.

For example, the mantra you choose to say every day for a week may be, "I love my life and I love my job. Nothing will ever keep me from being happy." Your mantra will be what you make it, so make it something that makes you feel good and change it as often as you desire.

## 4. Read gratitude quotes.

Even if you dislike reading, there are [numerous gratitude quotes](#) available online or in books to inspire you on a daily basis. These quotes are generally short and can really move you to start your day off on a positive note. Try and read them every morning for your best chance at experiencing greater levels of happiness

and positivity throughout the entire day. Things will seem much easier and less intense when moments of negativity and depression try and creep in.



## 5. Perform daily gratitude meditations.

Meditating is a great way to bring balance and calm into your life. Most people believe that they must sit in a room in the dark, staring at nothing in order to meditate. While Buddhist monks are able to meditate in this manner, a beginner is often unable to.

Thankfully, it's not necessary to [meditate](#) in such a manner for it to be effective and there are many guided, gratitude-themed meditations that you can either purchase or listen to for free. Performing these meditations on a daily basis can work wonders for improving your life. You will also find that you handle stressful situations with greater ease once you are able to "re-train" your brain in how it reacts to stress.

## 6. Subscribe to a daily gratitude message.

If you search the internet for "daily gratitude messages", you will find that you can subscribe to any number of websites that will send a gratitude message directly to your every day. This can be via email, text or even a push notification to your cell phone. Regardless of how you choose to receive the message, it will remind you to focus on gratitude each day and inspire you. You might even opt to make the daily gratitude message your mantra for the day.

Source: [www.developgoodhabits.com](http://www.developgoodhabits.com)

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 / 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-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, Ledeanna-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