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### September Meeting Information

Mentoring at Work:  
Reduce Turnover and  
Increase Engagement  
Jeanne Masseth,  
Legacy Talent Development

September 8, 2022  
8:00 am Doors open  
8:15 am SAHRA meeting  
8:30 am Speaker presentation



**NEW MEETING LOCATION:**  
NDSU Extension Service Office  
3680 Empire Road  
Enter Door C / West Side  
  
<http://ndsahra.shrm.org>

## SAHRA's Community Project

This year the Southwest Area Human Resource Association is excited to partner with the Dickinson Public Schools Pantry for our community project. The DPS Pantry helps kids in need. If you can help, please bring a donation to the September SAHRA meeting. If you are shopping for back to school, why not pick up a pair of shoes on sale, some extra school supplies, or some snacks for kids in need?!? Thank you for your help!

Items on their wish list include:

- School supplies
- Snacks or easy cook food such as pasta, mac & cheese, etc.
- New underwear for boys and girls
- New socks
- New shoes
- Hats and gloves
- Toilet paper
- Laundry detergent
- Feminine products

*Last chance!*



*Thanks for your help in supporting kids in need in our community!*

## 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.



### 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)  
 Website: [www.shrm.org](http://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

Pumpkin spice and every nice season is already here! Personally I am ready for it. I love the cool crisp mornings, bundling up for football games, and yes, it's true, anything pumpkin. This is also the time of year when the state holds the annual conference. I hope to see many of you in Fargo to take some much needed time away from the office and re-charge with fellow HR professionals. Remember- you're not alone, we're all pulling for your success! ■

April Frank PHR, SHRM-CP  
 SAHRA President



## Nominations Open

Just a friendly reminder, at the August meeting we will be accepting nominations for the upcoming open positions. The positions up for election in September are:

- President-Elect (must be SHRM national member for term)
- Secretary/Treasurer
- Community Relations Director
- Certification Director (must be SHRM national member for term)
- Membership Director (must be SHRM national member for term)
- Program Director

The new term for the office officially would begin January 2023 allowing the final months in 2022 as a transition period. ■

## Treasurer's Report

Southwest Area Human Resource Assoc.  
 August, 2022

New Statement Balance				\$15,491.59
Current Checks / Deposits	8/21/2022	Interest earned		\$0.14
	8/17/2022	Deposit	Member dues	\$50.00
Debit card	8/11/2022	City of Dickinson	Annual raffle permit fee	(\$25.00)
Compare to ending bank statement balance			\$15,516.73	
Outstanding Checks / Deposits	#646 4/11/2022	Stark County	Room rental deposit	(\$100.00)
	#648 8/11/2022	April Frank	June membership meeting reimb	(\$52.50)
BALANCE				\$15,364.23

# SAHRA Board Minutes

August 11, 2022

Present: April Frank, Carrie Zubke, Melissa Stoltz, Amber Beld (virtual), Krissy Kilwein, Kim Heidt, Alyssa Baranko, Marie Bittner and DeEll Jordre. Absent: Carissa Suter, Kim Heidt and Jessica Kirchoffner. Guests: Tiffany Benner.

President April Frank called the meeting to order at 9:45 a.m. President Frank called for a motion to approve the May, June and July Treasurer reports that were published in the June, July and August respective newsletters. Upon motion by Carrie Zubke, second by Marie Bittner, motion passed and was carried.

President Frank called for a motion to approve the May Board of Director meeting minutes that were published in the June newsletter. Upon motion by Marie Bittner, second by Krissy Kilwein, motion passed and was carried.

## COMMITTEE REPORTS:

Program: Marie Bittner – No report.  
Diversity: Jessica Kirchoffner – No report.

SHRM Certification: Alyssa Baranko – Alyssa reported that she will work with Ellie Papineau on applying for certification credits for the October 14<sup>th</sup> Live2Lead virtual broadcast. Advertising for SAHRA at the event will be requested.

SHRM Foundation: Carissa Suter – A SHRM Foundation raffle was held at

the August membership meeting.

Marie Bittner donated the prize.

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 – Items were collected for the back-to-school drive to benefit the Dickinson Public School Pantry at the August membership meeting. The pantry offers food, clothing, and school supplies to students in need.

Secretary/Treasurer: Melissa Stoltz – Melissa is reviewing electronic payment options and fees.

## OLD BUSINESS:

President Frank is in the process of collecting the necessary documents for SAHRA to apply with the Secretary of State.

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

## NEW BUSINESS:

The NDSHRM state conference was discussed. Marie offered to gather items for the raffle basket (\$100 value) that SAHRA donates to the conference. The raffle proceeds are used for a donation to the SHRM Foundation.

NDSHRM sponsors a membership booth at the state conference.

NDSHRM requested \$100 from each ND SHRM chapter to support a local

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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

August 11, 2022

Members Present: Marie Bittner, April Frank, Alyssa Baranko, Krissy Kilwein, Joetta Pearcy, Tiffany Benner, AJ Eslinger, Amanda Fitzsimmons, Richard Hagen, Ashley Heiser, Aimee Kovash, DeEll Jordre, Melissa Stoltz, Sarah Wallace and Carrie Zubke. Members Via Zoom/Virtual: Amber Beld, Sierra Burgess, Justin Enney, Cindy Fetch, Lynae Harper, Tammy Haugen, Kim Heidt, Kristy Hintz, Brittani Hoff, Karen Jirges, Nancy Lantz, Amanda Nicklos, LeDeanna O'Shields, Carey Praus, Brandon Sickler and Carissa Suter. Guests present: Alicia Erickson – Dickinson Chamber of Commerce, Ellie Papineau and Kim McNaney – Aspire Coaching & Speaking LLC.

President Frank called the meeting to order at 8:32 am. President Frank called for a motion to approve the June chapter meeting minutes that were published in the July newsletter. Upon motion by Carrie Zubke, second by DeEll Jordre, motion passed and was carried.

**NEW MEMBERS:** President Frank welcomed new member, Aimee Kovash (Job Service), to SAHRA.

**ANNOUNCEMENTS:** President Frank announced that the June and July treasurer report was available for review in the respective newsletters. If there are any questions, please contact a Board member.

The ND SHRM State Conference registration is open. Attendance is limited. Johnny C. Taylor, SHRM CEO, will present on Wednesday! The conference will be held on September 19-21, 2022 in Fargo. The agenda is available at <https://ndshrm.com/state-conference/>

**COMMITTEE REPORTS:** Community Relations - Carrie reported that the back-to-school fundraiser for the Dickinson Public Schools will be open for the September chapter meeting or items can be dropped off at Bravera Bank.

**OLD BUSINESS:** None.

**NEW BUSINESS:** SAHRA Board of Director Nominations are

open for the following positions: President–Elect, Secretary/Treasurer, Community Relations Director, Certification Director, Membership Director and Program Director. The election will take place at the September meeting. Please contact April Frank if you are interested in a position.

The business meeting adjourned at 8:40 a.m. ■

**PROGRAM:** Communication & Connection with DISC – Ellie Papineau, Aspire Coaching and Speaking ■

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

*At the August meeting, members shared their “I aspire to…” messages with each other.*



## SAHRA Board Minutes

*(Continued from page 3)*

membership drive initiative at the conference. Upon motion by Marie Bittner, second by Carrie Zubke, motion passed to donate \$100 to the NDSHRM state conference membership drive and was carried.

Meeting adjourned at 10:15 a.m. ■

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

## SAHRA's September Program

Join us for SAHRA's membership meeting in September as we welcome Jeanne Masseth with Legacy Talent Development for her presentation on "Mentoring at Work: Reduce Turnover and Increase Engagement."

Mentoring at work is no longer a luxury. Current employment trends tell us employees are resigning because they're disengaged, lack a real connection and feeling of belonging, aren't offered the options to grow their skills when they need them, and don't have clear career pathways. Workplace mentoring can solve these problems. This session highlights what workplace mentoring looks like, the newest mentoring forms and formats, who benefits from mentoring and the first steps to launching an initiative in your organization.

Learning objectives include:

- Learn how mentoring benefits mentors, mentees and the business.
- Discover who in your organization may be best suited to mentor.
- Explore tips and best practices for launching a mentoring initiative.
- Identify key metrics to evaluate mentoring success.

Jeanne Masseth is the founder of Legacy Talent Development Inc. where she specializes in growing leaders. Jeanne's wheelhouse is helping organizations design and deliver high-impact mentoring programs. Crafting robust learning experiences for mentors and mentees is her jam! Her programs drive employee engagement, skill development, and knowledge transfer within the business to fuel the talent pipeline.

Jeanne earned an MBA and maintains SPHR and SHRM-SCP designations. When she's not working, you'll find her cheering on her children's activities, traveling, running and enjoying time on the water.

Please join us for SAHRA's September meeting! ■

## SHRM Foundation Fundraiser

Congratulations to Alicia Erickson with the Dickinson Area Chamber of Commerce who was the winner of the SHRM Foundation raffle in August. Attendees could donate to the SHRM Foundation for a chance to win this fabulous prize. A total of \$140 will be donated on behalf of SAHRA. ■



### Have You Heard?

The 2022 ND SHRM Workforce and HR Conference will be held in Fargo from September 19<sup>th</sup> -21<sup>st</sup> and this year's theme is HR Reimagined. 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](mailto: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, Ledeanne-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. Riely, 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