



Southwest North Dakota

Chapter #0571 • Dickinson, ND •
December 2025 • Volume 27, Issue 11

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December Meeting Information

**Coffee Social
City Brew
Dickinson, ND 58601**

Thursday, December 11th, 2025
PLEASE NOTE TIME CHANGE!

8:00 am Holiday Social

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

<http://ndsahra.shrm.org>

December Meeting

Join us at
8:00 am MT
for Annual
Holiday
Social at
City Brew.



SHRM Foundation Raffle
Glitter and Ice Giveaway

MN Wild Hockey
4 tickets
Home Game of Your Choice!
Tickets donated by CBIZ

Frosted Floral Arrangement

Frosted Gnome & Glow

To Purchase Tickets:
Text: Sparkle25 to 76278
Follow steps on return text to enter
Select raffle items and buy tickets
1- \$10, 3- \$20, 7- \$35

Winners need not to be present; drawing held at December 22nd

Did You Miss a Meeting?

SAHRA members are able to access recordings of membership meetings by logging into our website and clicking on the Meetings & Events tab. Each month will include a link to YouTube for meetings with permission to record.

<https://ndsahra.shrm.org/>

SAHRA is on Social Media!

Instagram: @NDSAHRA

Facebook: @NDSAHRA

LinkedIn: @NDSAHRA

*Society for Human
Resource Management*

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Alexandria, VA 22314

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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>

President's Message

December has arrived! The last month of 2025, 2026 is right around the corner. This is the season of true reflection, did I accomplish what I wanted in 2025, what do I want to tackle in 2026 both personally and professionally. I hope this month finds you all at peace, taking time to step away and be present with family and friends and step out of the hustle and bustle we all live in daily.

As we close the chapter on 2025, SAHRA looks at 2026 with new promise, how can we mean more, be more for our membership. From programming each month, to social gatherings for networking, to SHRM resources through Dual Membership opportunities.

If you have even been interested in serving in a volunteer leadership position, SAHRA Board is still looking for a Diversity Director to fulfil a 2-year term. If you have any questions about this, please reach out to me.

I wish you all a very joyous Holiday Season!



Treasurer's Report

Southwest Area Human Resource Assoc.
November, 2025

New Statement: Checking Account				\$6,346.73
Current Checks / Deposits	11.19.25		Interest Earned	\$0.05
	11.26.25	Dickinson Area Chamber of Commerce	2026 Annual Member Dues	(\$175.00)
Compare to ending bank statement balance				\$6,171.78
Outstanding Checks / Deposits	12.3.25	ZOOM	2026 Annual Dues	(\$174.55)
New Statement:	CD 15mo @ 4.00%			
Certificate of Deposit	2.5.24	Deposit	Initial funding	\$10,000.00
	2.5.25	Interest Earned		\$408.49
	5.5.25	Interest Earned		\$101.52
BALANCE				\$10,510.01

Membership Meeting Minutes

November 13, 2025

Members Present: Alyssa Baranko, Marie Bittner, Kari Dunn, April Frank, DeEll Jordre, Krissy Kilwein, LeDeanna O'Shields, Joetta Percy and Melissa Stoltz

Members Via Zoom/Virtual: Tiffany Benner, Sierra Burgess, Michelle Clonce, Amy Jacobson, Libby Matthews, Amanda Nicklos, Madison Pearson, Patty Riely, Ashley Swanson, and Natalie Torgerson

Guests present: Sheyna Weisenburger (Stroh & Associates)

President Bittner called the meeting to order at 8:51 a.m.

President Bittner called for a motion to approve the October 9, 2025 Chapter meeting minutes that were published in the November newsletter. Upon motion by DeEll Jordre, second by Alyssa Baranko, motion passed and was carried.

NEW MEMBERS: None.

ANNOUNCEMENTS:

- President Bittner announced that the October Treasurer report was available for review in the November newsletter. If there are any questions, please contact a Board member.
- Attention SHRM Certified Members! NDSHRM is offering an HR Summer Lunch Break webinar series which is available the 2nd Thursday of the month at 11 am MT. SHRM Certification credits are available for these webinars. Information will be sent out via an exclusive SAHRA membership email blast, and the link is also available in the SAHRA newsletter. If you can't attend the live presentation, please register prior to the event and you will have access to the recorded version. Thank you NDSHRM for this opportunity!
- A friendly reminder to renew your SAHRA membership today for 2026! Please note that the renewal is based on a calendar year. If you join in October-December as a new member, your

membership carries over through 2026. SAHRA is holding an early renewal drawing for a \$50 Visa gift card for all members that join/renew by the January 2026 Membership meeting.

COMMITTEE REPORTS:

Foundation – DeEll shared information on the SHRM Foundation raffle. Three themed baskets will be raffled off today to support the SHRM Foundation. Paige Balliet, Carrie Zubke & Joetta Percy were the winners!

OLD BUSINESS: None.

NEW BUSINESS:

President Bittner offered the slate of nominees for the Diversity (None), Marketing (Krissy Kilwein), Workforce Readiness (Amber Beld) to be elected to the 2026-2027 Board Positions. President Bittner called for nominations from the floor. With no additional nominations, DeEll Jordre moved to cease nominations and to cast a unanimous ballot for the slate of officers nominated. Krissy Kilwein seconded the motion and the motion passed.

A special thank you to Alyssa Baranko for your past years of service on the Board of Directors!

With the Diversity Director open, consider serving on the SAHRA Board! Board job descriptions are available on the SAHRA website. If you are interested in serving on the Board, please contact a Board member for further information.

President Bittner shared information regarding the Dual Member Release (DMR) Chapter Update. A summary can be found in the November newsletter. SHRM is requiring all chapters to move to a dual member status within the next 5 years to better enhance and streamline the SHRM - local chapter member experience. Contact a Board member with questions.

Join us for a coffee social at City Brew on December 11, 2025! Network with fellow HR professionals over a cup of coffee and

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Southwest Area Human Resource Association Board of Directors

President:

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

Past President / SHRM Foundation Director:

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

President Elect / Legislative Director:

Tiffany Benner
Baker Boy, Dickinson
Trb_2013@yahoo.com | 406-971-5545

Secretary-Treasurer:

Melissa Stoltz, SHRM-SCP
a_mstoltz@yahoo.com | 701-260-3729

Certification Director:

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

Community Relations Director:

AJ Eslinger
Charbonneau Car Center, Dickinson
aj@cccnd.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:

Joetta, Percy, SHRM-SCP
Stark County, Dickinson
jpearcy@starkcountynynd.gov |
Program Committee Members include: Marie Bittner, Carissa Suter, and Nicole Heidecker.

Marketing Director:

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

Diversity Director:

Alyssa Baranko, SHRM-SCP
Bravera Holdings Corp., Dickinson
abaranko@bravera.bank | 701-483-3229

SAHRA Board Meeting Minutes

November 3, 2025

Present (Virtually): Joetta Percy, Krissy Kilwein, Alyssa Baranko, DeEll Jordre, Melissa Stoltz, April Frank and Marie Bittner

Absent: Tiffany Benner, Amber Beld, Kim Heidt and AJ Eslinger

Guests: None.

President Bittner called the meeting to order at 12:04 p.m.

President Bittner called for a motion to approve the October Treasurer report that was emailed to the Board. Upon motion by Joetta Percy, second by Krissy Kilwein, motion passed and was carried.

President Bittner called for a motion to approve the October 6, 2025 Board of Director meeting minutes that were emailed to the Board. Upon motion by Alyssa Baranko, second by DeEll Jordre, motion passed and was carried.

COMMITTEE REPORTS:

Program- Joetta Percy / Committee (Carissa Suter, Marie Bittner, Nicole Heidecker) – New speaker gifts will be needed in 2026 due to the logo change. Suggested ideas for programming are always welcome. Future Tentative Programs: 2025 Programming – November – virtual – Shayna Weisenberger / Health Insurance changes and compliance ; December – Coffee Social December 11th at City Brew Coffee

SHRM Foundation/Past –President – DeEll Jordre - The drawing for the SHRM Foundation raffle will be held at the November 13th Chapter meeting. Three baskets were compiled for the raffle. A tentative raffle will be held in December at the coffee social. Watch for more details.

Public Relations/Technology –Krissy Kilwein – Krissy is updating the SAHRA logo on all social platforms. Thank you Krissy!

NO REPORTS - Membership - Kim Heidt / **Community Relations** – AJ Eslinger / **SHRM Certification** – April Frank / **Diversity-** Alyssa Baranko / **Legislative Affairs** – Tiffany Benner / **Secretary/Treasurer-** Melissa Stoltz / **Workforce Readiness** – Amber Beld / **President Elect / President** – Marie Bittner /

Old Business:

- ◆ Marie gave a SHRM Co-Branding initiative and DMR Update. SHRM is requiring all chapters to move to a dual member status within the next 5 years to better enhance and streamline the SHRM - local chapter member experience. The next steps will involve newsletter communication and an email blast to the SAHRA membership on how the transition will take place to minimize chapter operations disruption.
- ◆ Joetta Percy will substitute for Marie at the Volunteer Leaders' Business Meeting (VLBM 2025) to be held November 20-22, 2025.

New Business:

- ◆ SAHRA Board of Director positions up for election in 2026-27 are Diversity, Marketing and Workforce Readiness. Elections will take place at the November 13, 2025 Chapter meeting.
- ◆ SAHRA will hold a December Social on December 11, 2025 in place of the December Membership meeting. The social will be held at City Brew Coffeehouse.
- ◆ Marie is setting up the 2026 Strategic Planning meeting.

Meeting adjourned at 12:58 p.m.

Submitted by: Melissa Stoltz, Secretary/Treasurer

Approved by: Marie Bittner, President

**SHRM
EXCEL**
PLATINUM CHAPTER
2024



RENEW Your MEMBERSHIP

Tis the season to RENEW!! Submit your Renewal application now and your name will be entered in a drawing for a \$50 gift card.

Complete the membership form [here](#)

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get your name in for several door prize chances. Bring donated food items for extra chances to win. Check out the newsletter for the details.

Joetta Percy and April Frank will be representing SAHRA at the upcoming VBLM conference in November.

The business meeting adjourned at 9:02 a.m. ■

PROGRAM: 2026 Health Insurance & Employee Benefit Changes, Options and Compliance – Sheyna Weisenburger, Stroh & Associates

Minutes Submitted by:

Melissa Stoltz, Secretary/Treasurer;

Marie Bittner, President



The Value of SHRM Membership

Become part of a powerful network of nearly 340,000 HR Professionals who are united in creating workplaces the work for all.

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shrm.org/TransformHR





Supporting the SHRM Foundation is an investment in the future of HR and the world of work. As the nonprofit arm of SHRM, the Foundation channels donations into programs that empower HR professionals with the tools, education, and research they need to lead change. Every contribution helps fund scholarships and professional development opportunities, ensuring SHRM members can grow their careers and strengthen their expertise. Donations also fuel groundbreaking initiatives that promote workplace inclusion, mental health, and equitable hiring practices—issues at the heart of HR’s mission. By supporting the Foundation, SHRM members gain access to evidence-based resources, toolkits, and research that directly enhance their ability to create thriving workplaces. Beyond individual benefits, contributions drive collective impact: they help HR professionals everywhere build organizations where employees find purpose, opportunity, and belonging. In short, supporting the SHRM Foundation means advancing your profession, amplifying your influence as an HR leader, and shaping a better workplace for all.



resort in Cancun, Mexico. From the moment we were picked up at the airport, we could feel the warm welcome and meticulous planning that SHRM put into this event. The theme was one of recognition and appreciation.

The business meeting on the first day included the direction and vision of SHRM’s co-branding and dual membership initiatives. Those chapters that want to remain affiliated with SHRM brand and logo will eventually need to transition. I was happy to report that SAHRA has already co-branded with SHRM and discussions are taking place on Dual Membership. The highlight of the meeting was the presentation of the Impact Awards.

ND Volunteer Leaders all attended the North Central Region Synergy Session. Here, we created an action plan for regional collaboration and growth by discussing 3 key metrics of Membership Acquisition, Membership Engagement, and Membership Retention.

Johnny C. Taylor Jr., CEO, was the highlight of the business meeting on Saturday. He reviewed the business side of SHRM, and the impact our state and local chapters have on the overall growth and success of SHRM. Later that morning, I attended a Synergy Session on Retention of Members.

Thank you for this wonderful opportunity to represent SAHRA and network with other state and local chapter leaders! It was an experience I will never forget.

Joetta Percy

Program Director



Welcome Reception! April Frank, Nicole Mikkelsen, Joetta Percy



ND Volunteer Leader group. Standing Left to Right: Kriss Burns-Fargo, Alli Osborn-Grand Forks, Joetta Percy-Dickinson, Kristin Krahler-Bismarck, Griffin Gillespie-Grand Forks.

Kneeling Left to Right: Nicole Mikkelson-Bismarck, April Frank-Dickinson.

SHRM VOLUNTEER LEADERS' BUSINESS MEETING (VLBM) 2025

The annual SHRM VLBM had a new venue in 2025, and from the feedback I received from fellow ND attendees, a different vibe from years past! This meeting, typically held in Washington D.C., was moved to an all-inclusive



1. Balliet, Paige -Baker Boy, Dickinson
2. Baranko, Alyssa, SHRM-SCP* - Bravera Holdings Corp., Dickinson
3. Beld, Amber, SHRM-CP* - Spartan Nash, Dickinson
4. Benner, Tiffany*-Baker Boy, Dickinson
5. Bittner, Marie*-CBIZ Benefits, Glen Ullin
6. Braunberger, Brooke-Watford City Park District
7. Brown, Abby—McKenzie County, Watford City
8. Burgess, Sierra*-Therapy Solutions, Dickinson
9. Calihou, Dessie*-Dunn County, Manning
10. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
11. Clonce, Michelle—Denny's Electric, Dickinson
12. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
13. Cummins, Karen-Theodore Roosevelt Medora Foundation, Medora
14. DeGruy, Margaret-Theodore Roosevelt Foundation, Medora
15. DeWall, Shannon-Baker Boy, Dickinson
16. Dohrmann, Michelle-Consolidated, Dickinson
17. Dunn, Kari All in Development Company, Dickinson
18. Erickson, Kay-Dickinson Heating & Air, Dickinson
19. Eslinger, AJ*-Charbonneau Car Center, Dickinson
20. Fetch, Cindy – Southwest Water Authority, Dickinson
21. Fong, Carter-Dickinson Chamber of Commerce, Dickinson
22. Frank, April, SHRM-CP, PHR* - FH Holdings, Dickinson
23. Harper, Lynae, SHRM-CP-Chord Energy , Dickinson
24. Haugen, Tammy-Marathon Petroleum, Dickinson
25. Heidecker, Nicole-Baranko Companies, Dickinson
26. Heidt, Kim*-Steffes, LLC, Dickinson
27. Hintz, Kristy*-Ixom Watercare, Dickinson
28. Hintz, Layne-City of Dickinson
29. Howe, Rebecca*, SHRM-SPC, SPHR–Savanna Well Servicing, Dickinson
30. Hueske, Coley, Foremost Well Service, Dickinson
31. Ion Field Services, Dickinson
32. Jacobson, Amy-Steffes, LLC, Dickinson
33. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
34. Jordre, DeEll*- Marathon Petroleum, Dickinson
35. Karsky, Alissa*-Ironworks, Dickinson
36. Kilwein, Krissy, SHRM-SCP*-Dickinson State University, Dickinson
37. Kitzan, April—Connect Medical Clinic, Dickinson
38. Klusmann, Chandra-Steffes, LLC, Dickinson
39. Lantz, Nancy - Southwestern District Health Unit, Dickinson
40. Logan, Katrina, PHR*-Baker Boy, Dickinson
41. Matthews, Libby*-Dickinson Ready Mix, Dickinson
42. McCoy, Mariel-Baranko Companies, Dickinson
43. Morasko, Kelsey-State of North Dakota Office of Management and Budget, Dickinson
44. Murray, Jen*-Southwest Water Authority, Dickinson
45. Nameniuk, Shelly, SHRM-CP* - City of Dickinson, Dickinson
46. Nicklos, Amanda-Steffes, LLC, Dickinson
47. Theodore Roosevelt Foundation, Medora
48. Norby, Jenna-McKenzie County, Alexander
49. O'Shields, Ledeanna-Southwest Water Authority, Dickinson
50. Oase, Matt*, SHRM-CP-City of Killdeer
51. Ortiz, Sofia* ND Vocational Rehabilitation
52. Parkin, Dannielle-TMI, Dickinson
53. Percy, Joetta, SHRM-SCP*-Stark County, Dickinson
54. Pearson, Madison-Steffes, LLC, Dickinson
55. Pokorny, Ivy-Marathon Petroleum, Dickinson
56. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
57. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
58. Ricks, Maria-Community Action, Dickinson
59. Riely, Patty-Dickinson Parks & Recreation, Dickinson
60. Sickler, Brandon*, SHRM-CP-Killdeer Mountain Manufacturing, Dickinson
61. Stoltz, Melissa, SHRM-SCP*, Dickinson
62. Stoneking, Janelle—Able Inc, Dickinson
63. Strommen, Sheila*-Theodore Roosevelt Foundation, Medora
64. Suter, Carissa, SHRM-SCP– Marigold Consulting, LLC, Watford City
65. Swanson, Ashley*-Steffes, LLC, Dickinson
66. Torgerson, Natalie, SHRM-CP*-City of Dickinson
67. Tysver, Danita - Stark County Development, Dickinson
68. Wallace, Sarah*- Wallace Business Services, Dickinson
69. 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