

What's Inside...

President's Message.....	2
Treasurer's Report.....	2
SAHRA Board Minutes	3
SAHRA Meeting Minutes	4
HR Lunch Break Meeting Link	5
Lessons in Business	6
Membership List.....	7

May Meeting Information

Kari Dunn & Rebecca Christenson
All-in Development
Top 5 Training Trends for 2025

Thursday, May 8th, 2025

PLEASE NOTE TIME CHANGE!

8:30 am MT Networking

8:50 am Chapter Meeting

9:00 am Program Begins

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

<http://ndsahra.shrm.org>

May Meeting!

Join us at 8:30 am MT for Networking Before the chapter meeting and presentation begin at 9:00 am MT.

We look forward to welcoming Kari Dunn and Rebecca Christenson of All In Development Company. They will be discussing the Top 5 Training Trends for 2025.



Kari Dunn, All in Development
CEO/Founder

Discover how to bridge generational gaps, boost morale and create a culture of accountability and performance. Plus, get a hands on sneak peek at ALL In: Healthy Body, Healthy Mind, Health Team—a dynamic training experience that fuses personal wellness, team engagement and real-work strategies to build a more energized, high-performing workforce.

Come ready to learn, laugh and leave with actionable strategies to take your team to the next level!



Rebecca Christianson
All in Development

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*

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>

President's Message

May has arrived and so has some wonderful spring weather, if only we could get that wind to take a break every so often!! Most of us are beginning to come to the end of the school year and getting ready for the busy summer activities ahead.

We are preparing for the upcoming NDSHRM conference, details are starting to come together nicely.

Please be on the lookout for Volunteer opportunities at the upcoming conference in September. Additionally, encourage everyone to take a look at the Volunteer Leader and Professional Development Awards and throw a name into the hat for those awards, both are awarded during the annual state conference.

We look forward to welcoming both Kari and Rebecca from All in Development Company as our presenter for May.

Stay Healthy and Happy Everyone.

Treasurer's Report

Southwest Area Human Resource Assoc.
May, 2025

New Statement: Checking Account				\$5,951.58
Current Checks / Deposits	4.20.25		Interest Earned	\$0.05
	04.07.25	Deposit	Member Dues	\$50.00
	4.7.25	Alyssa Baranko	BOD Lunch Reimbursement	\$(50.00)
Compare to ending bank statement balance				\$5,951.63
Outstanding Checks / Deposits				
New Statement:	CD 15mo @ 4.00%			
Certificate of Deposit	2/5/2024	Deposit	Initial funding	\$10,000.00
	2.5.24	Interest Earned		\$408.49
BALANCE				\$10,408.49

SAHRA Board Minutes

April 7, 2025

Present: Joetta Percy, Alyssa Baranko, April Frank, DeEll Jordre, Tiffany Benner, Kim Heidt (virtual), Krissy Kilwein, Melissa Stoltz, and Marie Bittner

Absent: Amber Beld 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 March Treasurer report that was published in the April newsletter. Upon motion by April Frank, second by Tiffany Benner, motion passed and was carried.

COMMITTEE REPORTS:

Program- Joetta Percy / Committee (Carissa Suter, Marie Bittner, Nicole Heidecker) – Suggested ideas for programming are always welcome. Future Tentative Programs: 2025 Programming – April – Roundtable; May – Kari Dunn / All In Development; June – tentative DOL; July – no meeting; Aug – tentative legal

Membership - Kim Heidt - Kim is working on scrubbing the membership list with an April 30th cut off. Please get your 2025 membership dues in for renewal.

SHRM Foundation/Past –President – DeEll Jordre – A SHRM Foundation raffle will be held in upcoming months. DeEll will work with Melissa to get the city raffle permit secured.

Secretary/Treasurer - Melissa Stoltz – The SAHRA Certificate of Deposit is due on May 5th. Melissa will work with Alyssa on obtaining current rates.

NO REPORTS - / Diversity- Alyssa Baranko / **SHRM Certification** – April Frank / **Community Relations** – AJ Eslinger / **Workforce Readiness** – Amber Beld / **President Elect / Legislative Affairs** – Tiffany Benner / **Public Relations/Technology** – Krissy Kilwein / **President** – Marie Bittner

Old Business:

- Krissy is pending the finalized Board Spotlight information from the directors. The directors will finalize the details and submit for Krissy to submit in future newsletters.
- The 2025 budget was tabled due to additional updates identified at the meeting. It will be reviewed at the May

Board meeting.

- The 2025 NDSHRM State Conference will be held in Bismarck on September 9-11, 2025. Early registration is open now. Keynote speakers have been lined up and they will be looking for conference volunteers to assist with various tasks. More information to follow.
- SHRM is offering a conference discount to any conference attendees willing to volunteer at the upcoming SHRM25 Annual Conference in San Diego on June 29-July 2, 2025. Go to <https://annual.shrm.org/> for more information on this opportunity. A volunteer interest form should be available.
- NDSHRM has purchased and 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.

New Business:

- NDSHRM is sponsoring a certification scholarship for those interested in SHRM certification testing. The Certification Scholarship application can be found in the SAHRA newsletter or at <https://ndshrm.com/shrm-certification-scholarship/>
- The NDSHRM Volunteer Award Nomination form is now available at <https://ndshrm.com/north-dakota-shrm-volunteer-leader-award/> The North Dakota SHRM Volunteer Leader Award is given by the ND SHRM State Council and recognizes an individual with an outstanding record of serving as a volunteer leader in the human resources field within the state. Our very own Carrie Zubke was the first individual to receive the award in 2024! Submit your nomination today!

(Continued on page 5)

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
Stark County, Dickinson
jpercy@starkcountynynd.gov |
Program Committee Members include: Marie Bittner, Carissa Suter, and Nicole Heidecker.

Marketing Director:

Krissy Kilwein, SHRM-CP
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 Meeting Minutes

April 10, 2025

Members Present: Marie Bittner, AJ Eslinger, Coley Hueske, Krissy Kilwein, Chandra Klusmann, Kelsey Morasko, Amanda Nicklos, Joetta Percy, Madison Pearson, and Carrie Zubke

Members Via Zoom/Virtual: Sierra Burgess, Cindy Fetch, Lynae Harper, Stacy Hauptmann, Nicole Heidecker, Kristy Hintz, Karen Jirges, Nancy Lantz, Jennifer Nix, Dannielle Parkin, Patty Riely and Melissa Stoltz

Guests present: Dennis Polsine (CBIZ)

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

President Bittner called for a motion to approve the March 13, 2025 Chapter meeting minutes that were published in the April newsletter. Upon motion by Carrie Zubke, second by Alyssa Baranko, motion passed and was carried.

NEW MEMBERS: None.

ANNOUNCEMENTS:

- President Bittner announced that the March Treasurer report was available for review in the April newsletter. If there are any questions, please contact a Board member.
- Early Registration Available Now! The 2025 ND SHRM Annual Conference will be held September 9-11, 2025 in Bismarck.
- NDSHRM is sponsoring a certification scholarship for those interested in SHRM certification testing. The Certification Scholarship application can be found in the SAHRA newsletter or at <https://ndshrm.com/shrm-certification-scholarship/>
- The NDSHRM Volunteer Award Nomination form is also available at <https://ndshrm.com/north-dakota-shrm-volunteer-leader-award/> The North Dakota SHRM Volunteer Leader Award is given by the ND SHRM State Council and recognizes an individual with an outstanding record of serving as a volunteer leader in the human resources field within the state. Our very

own Carrie Zubke was the first individual to receive the award in 2024! Submit your nomination today!

- Reminder to renew your SAHRA membership today for 2025! We will update our membership listing as of April 30th for all non-paid members. 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 2025.
- President Bittner announced that SHRM is offering a conference discount to any conference attendees willing to volunteer at the upcoming SHRM25 Annual Conference in San Diego on June 29-July 2, 2025. Go to <https://annual.shrm.org/> for more information.
- 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!

COMMITTEE REPORTS: None.

OLD BUSINESS: None.

NEW BUSINESS: None.

The business meeting adjourned at 8:55 a.m. ■

PROGRAM: Roundtable Discussions – Teambuilding & Recognition, Benefits & Compensation, Policy & Procedure, Artificial Intelligence (AI)

Minutes Submitted by:

Melissa Stoltz, Secretary/Treasurer;

Marie Bittner, President

(Continued from page 3)

- SHRM is working on a Co-Branding initiative that would further assist state and local chapters in their marketing initiatives. Marie will review and report back to the Board.

Meeting adjourned at 1:14 p.m.

Submitted by: Melissa Stoltz,
Secretary/Treasurer

Approved by: Marie Bittner,
President



HR SUMMER SCHOOL LUNCH BREAK
2nd Thursday of the Month at 11 am MT
May Meeting Link Below
[HRSS Lunch Break Registration link](#)



Interested in attending SHRM25? You may be eligible to receive a discounted rate if you volunteer! Additional information can be found on the SHRM website. Go to this link to complete the SHRM25 Volunteer Interest Form:

<https://sdshrm.wufoo.com/forms/shrm25-volunteer-interest-form/>

San Diego SHRM is pleased to welcome SHRM25 to San Diego! We are now taking preliminary interest for volunteers at SHRM25. More information will follow regarding scheduling and registration. Completing this form does not guarantee a spot as a SHRM25 volunteer. However, if you complete this form please DO NOT register for SHRM25. If you are selected to volunteer, SHRM will register you for the conference. If you are not selected to volunteer, SHRM will honor the registration rate at the time the interest form was completed.

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.

Ready to become part of the SHRM community? Join today!

shrm.org/TransformHR



Lessons in Business

Happiness: The science behind a fulfilled life

By Debora Dragseth, Ph.D I

In this month's column, I want to share key insights that psychologists have uncovered about the elusive emotion of happiness. The study of happiness, although incredibly important, is a relatively new field. For every 100 published papers on anxiety and depression, only one addresses happiness.

How did I become interested in happiness? It began with my research on young adult outmigration from their states of origin. Typically, young adults who leave their states of origin do so at two junctures: after high school graduation or college graduation.

North Dakota has a high net outmigration of 18-to-25-year-olds. This outmigration is often fueled by the belief that moving away will lead to greater happiness. My personal research shows that many young adults believe leaving the state will make them happier. But is that really true?

Several years ago, researchers David Schkade and Daniel Kahneman conducted a fascinating study. They surveyed college students in the Midwest and Southern California, asking both groups about overall life satisfaction. While the students' satisfaction levels were nearly identical, both groups believed Californians were significantly happier. This research sheds some light on why North Dakotans may move away from North Dakota: they believe that they will be happier in a different location. Schkade and Kahneman highlight a common misconception: happiness isn't about where you are but how you perceive your life.

So, what is happiness? Psychologists define it as an enduring sense of positive well-being and a perception that life is fulfilling, meaningful, and pleasant. Science has uncovered intriguing patterns about happiness. For example:

- Marriage often increases happiness, while children surprisingly do not.
- Youth and old age tend to be the happiest stages of life.
- Money doesn't buy happiness. Despite real incomes doubling since 1950 in the U.S., happiness levels remain unchanged. Why? Social comparison – there is always someone with a more expensive car or a bigger house.

Habituation – getting used to having more and, thus, wanting more. Tradeoffs – earning more money often comes with longer work hours or increased stress. These three phenomena diminish the potential happiness money brings.

The prefrontal cortex

Harvard psychologist Dan Gilbert, in his book *Stumbling on Happiness*, highlights the uniquely human ability to imagine future scenarios. A common feeling, for example, is that winning the lottery will bring enduring happiness. Yet the future scenario simulator" located in our brain's prefrontal cortex often misguides us. A study comparing real-life lottery winners to paraplegics found that six months after their significant life changes, both groups' happiness levels returned to their pre-event baseline. Gilbert's research shows that our expectations of what will make us happy (particularly money) are often exaggerated.

Effective ways to foster happiness include:

1. Practice Gratitude: Focus on what you have rather than what you lack.
2. Set Meaningful Goals: Happiness stems from a sense of purpose.
3. Cultivate Relationships: Strong interpersonal connections are the most significant contributors to happiness.
4. Reframe Adversities: Proactive responses to challenges lead to personal growth.
5. As Abraham Lincoln said, "Most folks are about as happy as they make up their minds to be." By shifting our mindset and embracing the science of happiness, we can all lead more fulfilling lives.

Debora Dragseth, Ph.D., is the Baker Boy Professor of Leadership and the 2024 Dickinson State University Distinguished Professor of the Year.



1. Aryal, Urja-ABLE, Inc. Dickinson
2. Balliet, Baker Boy, Dickinson
3. Baranko, Alyssa, SHRM-SCP*- Bravera Holdings Corp., Dickinson
4. Beld, Amber, SHRM-CP*- Spartan Nash, Dickinson
5. Benner, Tiffany*-Killdeer Mountain Manufacturing, Dickinson
6. Bittner, Marie*-CBIZ Benefits, Glen Ullin
7. Braunberger, Brooke-Watford City Park District
8. Burgess, Sierra*-Therapy Solutions, Dickinson
9. Calihou, Dessie*-Dunn County, Manning
10. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
11. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
12. Cummins, Karen-Theodore Roosevelt Medora Foundation, Medora
13. Degruy, Margaret-Theodore Roosevelt Foundation, Medora
14. DeWall, Shannon-Baker Boy, Dickinson
15. Dohrmann, Michelle-Consolidated, Dickinson
16. Dunn, Kair, All in Development Company, Dickinson
17. Erickson, Kay-Dickinson Heating & Air, Dickinson
18. Eslinger, AJ*-Charbonneau Car Center, Dickinson
19. Fetch, Cindy – Southwest Water Authority, Dickinson
20. Fong, Carter-Dickinson Chamber of Commerce, Dickinson
21. Frank, April, SHRM-CP, PHR* - FH Holdings, Dickinson
22. Harper, Lynae, SHRM-CP-Chord Energy , Dickinson
23. Haugen, Tammy-Marathon Petroleum, Dickinson
24. Hauptmann, Stacy*-Denny's Electric, Dickinson
25. Heidecker, Nicole-Baranko Companies, Dickinson
26. Heidt, Kim*-Steffes, LLC, Dickinson
27. Hintz, Kristy*-Ixm Watercare, Dickinson
28. Hintz, Layne-City of Dickinson
29. Howe, Rebecca*, SHRM-SPC, SPHR-Savanna Well Servicing, Dickinson
30. Hieske, Coley, Foremost Well Service, Dickinson
31. Jacobson, Amy-Steffes, LLC, Dickinson
32. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
33. Johnson, Mackenna-Ion Field Services, Dickinson
34. Jordre, DeEll*- Marathon Petroleum, Dickinson
35. Karsky, Alissa*-Ironworks, Dickinson
36. Kilwein, Krissy, SHRM-CP*-Dickinson State University, Dickinson
37. Klusmann, Chandra-Steffes, LLC, Dickinson
38. Lantz, Nancy - Southwestern District Health Unit, Dickinson
39. Logan, Katrina, PHR*-Baker Boy, Dickinson
40. Matthews, Libby*-Dickinson Ready Mix, Dickinson
41. McCoy, Mariel-Baranko Companies, Dickinson
42. Miller, Shea-Ebeltoft.Sickler.Lawyers, 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. Nix, Jennifer-Theodore Roosevelt Foundation, Medora
48. Norby, Jenna-McKenzie County, Alexander
49. Northrup, Terri-McKenzie County, Watford City
50. O'Shields, Ledeanne-Southwest Water Authority, Dickinson
51. Oase, Matt*, SHRM-CP-City of Killdeer
52. Ortiz, Sofia*
53. Parkin, Dannielle-TMI, Dickinson
54. Percy, Joetta, SHRM-SCP*-Stark County, Dickinson
55. Pearson, Madison-Steffes, LLC, Dickinson
56. Pokorny, Ivy-Marathon Petroleum, Dickinson
57. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
58. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
59. Ricks, Maria-Community Action, Dickinson
60. Riely, Patty-Dickinson Parks & Recreation, Dickinson
61. Sickler, Brandon*, SHRM-CP-Killdeer Mountain Manufacturing, Dickinson
62. Stoltz, Melissa, SHRM-SCP*, 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. Willett, Janelle - Connect Medical Clinic, Dickinson
70. 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