



Southwest North Dakota

Chapter #0571 • Dickinson, ND •
November 2025 • Volume 27, Issue 10

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November Meeting Information

Sheyna Weisenburger
Owner, President
Stroh & Associates

Thursday, November 13th, 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>

November 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
Sheyna of Stroh & Associates
joining us.

In this presentation, Sheyna will
give an overview of 2026 Health
Insurance and Employee Benefit
Changes, Alternative options and Compliance Issues.



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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Toll Free: 800.293.SHRM

Email: 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>

President's Message

November. How the year has flown by, time flies when you are having fun or so they say. I think as I get older or maybe as my kids get older the days, months and weeks just seem to breeze by so fast. I hope you all have had a wonderful year, with some personal and professional highlights. We still have some time left for some exciting things for 2025.

Last Chance for the SHRM Foundation Raffle basket, see page 4 in the newsletter for additional information. A new raffle opportunity will be coming, see the December newsletter for details.

We hope to see you next month at City Brew for our Holiday Social, come enjoy a cup of coffee or tea, good conversation and some fun door prize items.

Many Blessing to you all. I hope November brings you a time of good food, family, friends and reflection as we enter the holiday season.



Treasurer's Report

Southwest Area Human Resource Assoc.
October, 2025

| | | | | |
|--|------------------------|-----------------|-----------------|--------------------|
| New Statement: Checking Account | | | | \$6,553.67 |
| Current Checks / Deposits | 10.20.25 | | Interest Earned | \$0.06 |
| 676 | 10.13.25 | Melissa Stoltz | Reimbursement | (\$207.00) |
| | | | | |
| Compare to ending bank statement balance | | | | \$6,346.73 |
| Outstanding Checks / Deposits | | | | |
| 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

October 9th, 2025

Members Present: Marie Bittner, Paige Balliet, Alyssa Baranko, Shannon DeWall, Kari Dunn, AJ Eslinger, April Frank, Tammy Haugen, Coley Hueske, Amy Jacobson, DeEll Jordre, Krissy Kilwein, Amanda Nicklos, April Kitzan, Kelsey Morasko, Joetta Percy, Madison Pearson, Ivy Pokorny and Melissa Stoltz

Members Via Zoom/Virtual: Brooke Braunberger, Sierra Burgess, Dessie Calihou, John Cloutier, Michelle Dohrmann, Cindy Fetch, Lynae Harper, Nicole Heidecker, Kim Heidt, Kristy Hintz, Karen Jirges, Libby Matthews, Dannielle Parkin, Maria Ricks, and Natalie Torgerson

Guests present: Kelli Krieg (Southwest Multi-County Correctional Center – Behavioral Health Director), Maria Hiltunen (virtual)

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

President Bittner called for a motion to approve the August 14, 2025 Chapter meeting minutes that were printed and available at today's meeting. Upon motion by AJ Eslinger, second by April Frank, motion passed and was carried.

NEW MEMBERS: None.

ANNOUNCEMENTS:

- President Bittner announced that the September Treasurer report was available for review in the October 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!

COMMITTEE REPORTS:

Foundation – DeEll shared information on the SHRM Foundation raffle that will run from October-November. Three themed baskets will be raffled off to support the SHRM Foundation. Text SAHRA100525 to 76278 to donate.

Community Relations – AJ announced that SAHRA will take up collections for The Little Free Pantry in October. Donations can be brought to a SAHRA Membership meeting, Charbonneau Car Center or St. John's Lutheran Church. Thank you for your donations!

OLD BUSINESS: None.

NEW BUSINESS:

- Marie shared the new SAHRA logo that was created with SHRM for their co-branding initiative to better integrate SHRM with local chapters. All communications going forward will feature this new logo.
- SAHRA Board of Director positions up for election for 2026-27 are Diversity, Marketing and Workforce Readiness Director. The process to fill the positions will take place in November. 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.
- October is Membership Month! 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

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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
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

October 6th, 2025

Present (Virtually): Tiffany Benner, Joetta Pearcy, Amber Beld, Krissy Kilwein, Alyssa Baranko, AJ Eslinger, DeEll Jordre, Melissa Stoltz, and Marie Bittner

Absent: Kim Heidt and April Frank

Guests: None.

President Bittner called the meeting to order at 12:03 p.m.

President Bittner called for a motion to approve the September Treasurer report that was emailed to the Board. Upon motion by Joetta Pearcy, second by DeEll Jordre, motion passed and was carried.

President Bittner called for a motion to approve the September 4, 2025 Board of Director meeting minutes that were emailed to the Board. Upon motion by Alyssa Baranko, second by AJ Eslinger, motion passed and was carried.

COMMITTEE REPORTS:

Program- Joetta Pearcy / 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 ; December – Coffee Social date TBD

SHRM Certification – April Frank - April is completing the 2026 SHRM program recertification requirements to offer recertification credits to chapter members.

SHRM Foundation/Past –President – DeEll Jordre - Watch for Foundation raffles to be held in October/November.

Community Relations – AJ Eslinger – Suggested ideas for community relations are welcome. SAHRA will participate in a food drive for the Little Free Pantry in October.

Membership - Kim Heidt - Marie reported that SAHRA passed the SHRM Membership audit held in September. Congratulations!

NO REPORTS - Diversity- Alyssa Baranko / **Legislative Affairs** – Tiffany Benner / **Secretary/Treasurer-** Melissa Stoltz / **Workforce Readiness** – Amber Beld / **President Elect / President** – Marie Bittner / **Public Relations/Technology** –Krissy Kilwein/

Old Business:

President Bittner reported that the new SAHRA logo will be updated on all materials and social media posts going forward. A DMR conference call will be held on October 16th to discuss best practices with CDHRA. Krissy, Marie and Melissa will attend.

President Bittner reported that she may need to identify a

substitution for the required Volunteer Leaders' Business Meeting (VLBM 2025) to be held November 20-22, 2025 due to an unforeseen conflict.

New Business:

Membership month is slated for October 9, 2025. Door prizes will be put together and a SHRM Foundation raffle will be announced. Pastries will be donated by Baker Boy.

SAHRA Board of Director positions up for election in 2026-27 are Diversity, Marketing and Workforce Readiness. Elections will take place in November.

Meeting adjourned at 12:42 p.m.

Submitted by:
Melissa Stoltz,
Secretary/Treasurer

Approved by: Marie Bittner, President



SHRM Foundation Raffle

Help support many of SHRM Foundation provided benefits while having a chance to win the following prizes!

To Purchase Tickets:
Text: SAHRA100525 to 76278
Follow steps on return text to enter
Select raffle items and buy tickets
1- \$5, 4- \$15, 7- \$20
Winners need not to be present; drawing held at November SAHRA meeting

Sip Happens
Because life's better uncorked, one bottle at a time!
(\$80 value)

First & Ten Favorites
Brings warmth and winning snacks to your game day lineup!
(\$80 value)

Mindful Moments
Sip, reflect, and renew this baskets invites you to slow down and savor the stillness.
(\$60 value)

No credit card fees.
Winner present at meeting gets 1st choice at prize selected.
Drawing on November 13, 2025

Southwest Area Human Resource Association

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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.

The business meeting adjourned at 9:03 a.m. ■

PROGRAM: Understanding Behavioral Health, Kelli Krieg – Behavioral Health Director, Southwest Multi-County Correctional Center

Minutes Submitted by:

Melissa Stoltz, Secretary/
Treasurer;

Marie Bittner, President



HR SUMMER SCHOOL LUNCH BREAK 2nd Thursday of the Month at 11 am MT

November Meeting Link Below

[register and join us](#)

☑ **Date:** November 13th, 2025

☑ **Time:** 1:00 PM Eastern

☑ **Topic:** From Rescue Mode to Results: Building a Management Layer You Can Count On

☑ **Featuring:** Join **George Rogers** and Guest Speaker **Kamaria Scott**, Founder & CEO of Enetics.

Description: Every strategy looks good on paper. The real test is whether managers can deliver it with their teams day after day. Too often, managers are left to figure it out on their own, and HR or senior leaders spend their energy chasing, reminding, and rescuing.

In this session, I'll share a momentum-based approach to management that takes the guesswork out of "what good looks like." You'll see how to build shared standards, set up simple routines that actually stick, and give managers the support they need to deliver on the promise of your strategy.

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



Dual Member Chapter Information

As the SAHRA Board discusses upcoming initiatives either internally or at the nation level. The opportunity to become a **Dual Membership Release (DMR) chapter** with SHRM continue to gain traction. This change would potentially take place in 2027, with the SAHRA Board committing to this change in 2025 before end of year. Since hearing this exciting news, we have been listening, researching, and exploring what this could mean for our members and our chapter as a whole.

We want to keep you informed and engaged as these discussions continue. Becoming a DMR chapter will offer many benefits, including:

- **Streamlined Membership Experience:** One renewal for both local and national memberships.
- **Enhanced Access to Resources:** Access to national and local SHRM toolkits, webinars, publications, and events.
- **Stronger Networking Opportunities:** Broaden your connections with HR professionals both locally and nationally.
- **Increased Chapter Resources and Capabilities:** Additional resources allow for higher-caliber speakers, workshops, and keynotes.
- **Improved Data and Insights:** SHRM provides tools, insights, and guidance to help us tailor programming to your needs.
- **Financial Sustainability:** A predictable model that allows us to invest in meaningful member services.
- **New and Improved Chapter Website Hosted by SHRM**

We're also exploring options for those who may not choose dual membership, such as per-meeting guest fees, to ensure everyone can continue to participate in chapter activities.

Your input is important to us. If you have questions, thoughts, or would like more details about DMR, please contact us at ndsahra@ymail.com. A member of our executive team will be happy to assist.

Thank you for staying engaged as we explore this opportunity. Together, we're shaping a future that continues to elevate and connect HR professionals in our region.

Your SAHRA Board of Directors



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. Nix, Jennifer-Theodore Roosevelt Foundation, Medora
48. Norby, Jenna-McKenzie County, Alexander
49. O'Shields, Ledeanne-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