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## February Meeting Information

Ellie Papineau  
**ASPIRE**

Achieve the Success You Crave

Thursday, February 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>

## February Meeting!

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

SAHRA is excited to welcome back Ellie Papineau with ASPIRE. Ellie is a professional speaker, trainer and coach with diverse experience providing mental health counseling, business development, and leadership training. Her mission is to help individuals understand themselves and others, enhance effective communication and fulfill life's purpose. Her presentation "Achieve the Success You CRAVE" will cover four learning objectives.

1. Communication training focused on the importance of effective communication for building relationships, resolving conflicts and reaching shared goals in both personal and professional settings.
2. Relationship module address the challenges of building strong relationships by exploring barriers, identifying shared needs, and learning strategies to foster meaningful connections.
3. Attitude highlights the impact of attitude on team dynamics and personal life.
4. Values focuses on the guiding principles that share decisions and behavior, serving as a personal compass. Empowerment focuses on building strength, confidence and self-agency.

CRAVE is a five-part training program designed for personal and professional development. It covers essential information and skill building topics to help participants achieve success through focusing on communication, relationships, attitudes, values, and empowerment.



### 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

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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>*

## President's Message

February!!! What happened to January, is my real question. How quickly the days and weeks seem to go now, versus when I remember when I couldn't wait until I could "adult" and it felt like time just drug on and on. Now I wish for it all to just slow down, so we can enjoy all of life's gifts. I am not a New Years resolution person, however this year I did promise myself to slow down and breathe every now and again, which can be hard in the hustle and bustle of life demands, the good thing is I rarely feel alone! I know all of us face this daily balance struggle! The joys of being that "adult" we all craved at some point in our lives. Can I go back?!?! ☺

As I look forward to our February meeting, I am excited to see an old friend back as our presenter, Ellie Papineau! To share that the six degrees of separation are more of a 1 or 2 at best, Ellie grew up in my hometown! I have known Ellie for many years, and she always gives us a relatable topic of discussion, this time will be no different. I am looking forward to seeing everyone who can attend in person and those on the virtual side as well!!

## Treasurer's Report

Southwest Area Human Resource Assoc.  
February, 2025

<b>New Statement: Checking Account</b>				
Current Checks / Deposits	1.20.25		Interest Earned	\$0.05
671	12.24.24	DeEll Jordre	VLBM Trip Reimbursement / Years of Service Gift/Strategic Planning Meal	\$(1,536.94)
669	12.26.24	Stark County	2025 Room Rental	\$(750.00)
	1.7.25	Deposit	Member Dues	\$150.00
672	1.9.25	Melissa Stoltz	Years of Service Gift—Zubke	\$(26.00)
	1.10.25	Deposit	Member Dues	\$230.00
	1.13.25	Deposit	Member Dues— PayPal less Fee	\$871.98
Compare to ending bank statement balance				<b>\$5,603.49</b>
Outstanding Checks / Deposits				
<b>New Statement: CD 15mo @ 4.00%</b>				
Certificate of Deposit	2/5/2024	Deposit	Initial funding	\$10,000.00
<b>BALANCE</b>				<b>\$10,000.00</b>

# SAHRA Board Minutes

**November 14, 2024**

**Present:** Carrie Zubke, April Frank, AJ Eslinger, Alyssa Baranko, Tiffany Benner, Melissa Stoltz, Marie Bittner, and Krissy Kilwein

**Absent:** DeEll Jordre, Kim Heidt and Amber Beld

**Guests:** None.

President-Elect Bittner called the meeting to order at 9:40 a.m.

President-Elect Bittner called for a motion to approve the October Treasurer report that was published in the November newsletter. Upon motion by Krissy Kilwein, second by Carrie Zubke, motion passed and was carried.

President-Elect Bittner called for a motion to approve the October 10, 2024 Board of Director meeting minutes that were published in the November newsletter. Upon motion by Alyssa Baranko, second by AJ Eslinger, motion passed and was carried.

## COMMITTEE REPORTS:

**Program-** Carrie Zubke / Committee (Joetta Percy, Carissa Suter, Marie Bittner, Nicole Heidecker) – Suggested ideas for programming are always welcome. Future Tentative Programs: December – Coffee Social & 25<sup>th</sup> SAHRA Anniversary!, 2025 Programming – focus on connecting with local schools, SW CTE Academy, Job Service and Dickinson State University

**Public Relations/Technology** – Krissy Kilwein – Krissy is working on a Chamber of Commerce connection to continue the Chamber advertising.

**Community Relations** – AJ Eslinger – Suggested ideas for community relations are welcome. SAHRA will continue to participate in a School Glove & Hat drive in the upcoming months. Watch the newsletter for details.

**NO REPORTS - President** – DeEll Jordre / **Secretary/Treasurer** - Melissa Stoltz / **Diversity**- Tiffany Benner / **SHRM Foundation** – April Frank / **Workforce Readiness** – Amber

Beld / **Membership**- Kim Heidt / **SHRM Certification** – Alyssa Baranko / **President Elect / Legislative Affairs** – Marie Bittner

## Old Business:

SAHRA celebrated its 25<sup>th</sup> anniversary on September 9, 2024. The Board finalized options for this milestone recognition which will take place at the December 12<sup>th</sup> social to be held at Serendipity Coffee House starting at 8 am. ND SHRM State Council graciously sponsored a portion of the event. Coffee and pastries will be served with chances for door prizes available.

President-Elect Bittner announced that the Glen Ullin high school Business Multi-Media class will assume the SAHRA newsletter as of January 2025. A HUGE thank you to Carrie Zubke for her many years of publishing this very valuable piece of communication that benefited our SAHRA membership. Thank you again!

President-Elect Bittner announced that Tiffany Benner has accepted the position of President-Elect to serve on the 2025-26 SAHRA Board of Directors.

## New Business:

The December Strategic Planning Meeting will be held after the SAHRA Social from 10 am -1 pm. More details to follow.

The SHRM CLIF is due December 1<sup>st</sup>. Marie will submit the required information.

Meeting adjourned at 10:00 a.m.

Submitted by: Melissa Stoltz, Secretary/Treasurer

Approved by: Marie Bittner, President-Elect

## 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-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

January 9, 2025

**Members Present:** Urja Aryal, Paige Balliet, Shannon DeWall, Stacy Hauptmann, Coley Hueske, Amy Jacobson, DeEll Jordre, Krissy Kilwein, Chandra Klusmann, Amanda Nicklos, LeDeanna O'Shields, Joetta Percy, Madison Pearson, Maria Ricks, and Melissa Stoltz

**Members Via Zoom/Virtual:** Alyssa Baranko, Amber Beld, Brooke Braunberger, Sierra Burgess, Karen Cummins, Margaret DeGruy, Cindy Fetch, Tammy Haugen, Nicole Heidecker, Nancy Lantz, Libby Matthews, Jenna Norby, Dannielle Parkin, Ivy Pokorny, Patty Riely, Natalie Torgerson, Janelle Willett and Carrie Zubke

**Guests present:** Kayla Noah (Dickinson State University), Chris Kovash (SWCTE), Duncan Blauer (SWCTE Student)

Past-President Jordre called the meeting to order at 8:51 a.m.

Past-President Jordre called for a motion to approve the November 14, 2024 Chapter meeting minutes that were published in the December newsletter. Upon motion by Joetta Percy, second by Shannon DeWal, motion passed and was carried.

**NEW MEMBERS:** Past-President Jordre welcomed new members Ivy Pokorny (Marathon Petroleum and Margaret DeGruy (Theodore Roosevelt Medora Foundation). Welcome to SAHRA!

### **ANNOUNCEMENTS:**

- Past-President Jordre announced that the December Treasurer report was available for review in the January newsletter. If there are any questions, please contact a Board member.
- Save the Date! The 2025 ND SHRM Annual Conference will be held September 9-11, 2025 in Bismarck.
- Reminder to renew your SAHRA membership today for 2025! 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. Congratulations to Nancy Lantz! She is the winner of the SAHRA early renewal drawing for a \$50 Visa gift card.

Past-President Jordre 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.

**COMMITTEE REPORTS:** None.

**OLD BUSINESS:** None.

**NEW BUSINESS:** None.

The business meeting adjourned at 8:58 a.m. ■

**PROGRAM:** Work Based Learning / Career Readiness Panel – Chris Kovash – Community Outreach / Work Based Learning Coordinator (Southwest Area Center Tech Center), Marissa Schroeder & Kayla Noah (Dickinson State University)

Minutes Submitted by:  
Secretary/Treasurer;

Melissa Stoltz,

DeEll Jordre, Past-





**HR SUMMER SCHOOL LUNCH BREAK**  
**2nd Thursday of the Month at 11 am MT**  
**February Meeting Link Below**  
<https://streamyard.com/watch/mq86uswSyqDy>



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](https://shrm.org/TransformHR)



## Legal Update

### **PRESIDENT TRUMP REVOKES LONG-STANDING AFFIRMATIVE ACTION OBLIGATIONS FOR FEDERAL CONTRACTORS**

On January 21, 2025, President Trump, through executive order, revoked Executive Order 11246, which had been in effect since 1965. Executive Order 11246 prohibited federal contractors and subcontractors from discriminating on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin, and required the implementation of affirmative action plans for certain federal contractors.

In addition to revoking Executive Order 11246, President Trump's Executive Order prohibits federal contractors from considering race, color, religion, sex, sexual orientation, gender identity, or national origin in their employment, procurement, and contracting practices. Further, President Trump is requiring that, in entering into federal contracts, every contract or grant must include terms agreeing that compliance with applicable federal anti-discrimination law is material to the government's decision to pay under the contract and certifying that the federal contractor does not operate any programs promoting diversity, equity, and inclusion that violate applicable federal anti-discrimination laws.

President Trump's Executive Order and the revocation of Executive Order 11246 are primarily directed at federal contractors and subcontractors; so what does that mean for private employers? In short, President Trump's Executive Order does not impose any specific requirements on private employers who are not federal contractors or subcontractors. However, the Executive Order does provide indication as to how the Trump Administration may make efforts to prevent private employers from promoting diversity, equity, and inclusion in their workplaces. Specifically, the Executive Order directs the Attorney General to submit a recommendation for measures to encourage private employers to end diversity, equity, and inclusion practices and formulate civil-rights policy to this end within 120 days of the Executive Order. The Attorney General has not provided a recommendation for these measures at this time, but it is likely that we can expect action to be taken in the coming weeks.

#### **The Takeaway:**

With the Trump Administration underway, employers can expect to see changes that will impact their workplace practices. At this time, it is important that all employers, whether they are federal or private, are aware that President Trump's Executive Order does not change other laws relating to employment discrimination. Employers are still required to follow the various state and federal anti-discrimination laws that protect employees on the basis of race, color, national origin, religion, sex, sexual orientation, gender identity, disability, and

more. Employers are well advised to be mindful of employment-related changes and to seek guidance from legal counsel as to compliance with such changes, as well as existing workplace requirements that remain unaffected by President Trump's Executive Order.



Marissa Cerkoney  
Attorney  
Ebeltoft, Sickler

#### **Our Interest in Serving You:**

My law firm's goal is to give understandable information and to foster discussion about real-life issues facing human resource professionals. If we are not achieving that goal or if you would like us to address other employment law issues, please email me at [mcerkoney@ndlaw.com](mailto:mcerkoney@ndlaw.com). We promise to take your comments and ideas to heart.

#### **Disclaimers**

##### **(Otherwise known as "the fine print")**

I make a serious effort to be accurate in my writings. These articles are not exhaustive treatises, though, so do not consider them complete or authoritative. Providing this information to you does not create an attorney-client relationship with my firm or me. Do not act upon the contents of this or of any article on our homepage or consider it a replacement for professional advice.

Marissa R. Cerkoney | Lawyer

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701.225.9650 fax

**EBELTOFT SICKLER**  
LAWYERS



1. Aryal, Urja-ABLE, Inc. Dickinson
2. Baranko, Alyssa, SHRM-SCP\*- Bravera Holdings Corp., Dickinson
3. Beld, Amber, SHRM-CP\*- Spartan Nash, Dickinson
4. Benner, Tiffany\*-Killdeer Mountain Manufacturing, Dickinson
5. Bittner, Marie\*-CBIZ Benefits, Glen Ullin
6. Braunberger, Brooke-Watford City Park District
7. Burgess, Sierra\*-Therapy Solutions, Dickinson
8. Calihou, Dessie\*-Dunn County, Manning
9. Cerkoney, Marissa-Ebeltoft . Sickler . Lawyers, Dickinson
10. Cloutier, Jon, SHRM-CP-St Luke's Nursing Home, Dickinson
11. Cummins, Karen-Theodore Roosevelt Medora Foundation, Medora
12. Davenport, Tim-ND Human Services, Division of Voc Rehab, Dickinson
13. Degruy, Margaret-Theodore Roosevelt Foundation, Medora
14. DeWall, Shannon-Baker Boy, Dickinson
15. Doerr, Teran-Bowman County Development Corp, Bowman
16. Dohrmann, Michelle-Consolidated, Dickinson
17. Erickson, Alicia-Dickinson Chamber of Commerce, 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. Hauptmann, Stacy\*-Denny's Electric, Dickinson
26. Heidecker, Nicole-Baranko Companies, Dickinson
27. Heidt, Kim\*-Steffes, LLC, Dickinson
28. Hintz, Kristy\*-Ixm Watercare, Dickinson
29. Hintz, Layne-City of Dickinson
30. Hoff, Brittani\*-Western Cooperative Credit Union, Dickinson
31. Howe, Rebecca\*, SHRM-SPC, SPHR-Savanna Well Servicing, Dickinson
32. Jacobson, Amy-Steffes, LLC, Dickinson
33. Jirges, Karen\*-Ebeltoft . Sickler . Lawyers, Dickinson
34. Johnson, Mackenna-Ion Field Services, Dickinson
35. Jordre, DeEll\*- Marathon Petroleum, Dickinson
36. Karsky, Alissa\*-Ironworks, Dickinson
37. Kilwein, Krissy, SHRM-CP\*-Dickinson State University, Dickinson
38. Klein, Lisa-OMNI Environmental Solutions, Williston
39. Klusmann, Chandra-Steffes, LLC, Dickinson
40. Kovash, Aimee-Job Service, Dickinson
41. Lantz, Nancy - Southwestern District Health Unit, Dickinson
42. Logan, Katrina, PHR\*-Baker Boy, Dickinson
43. Matthews, Libby\*-Dickinson Ready Mix, Dickinson
44. McCoy, Mariel-Baranko Companies, Dickinson
45. Messer, Jennefer, SHRM-SCP\*-Fisher Industries, Dickinson
46. Miller, Shea-Ebeltoft.Sickler.Lawyers, Dickinson
47. Miller, Paxton-ION Fields Services, Dickinson
48. Morasko, Kelsey-State of North Dakota Office of Management and Budget, Dickinson
49. Murray, Jen\*-Southwest Water Authority, Dickinson
50. Nameniuk, Shelly, SHRM-CP\*- City of Dickinson, Dickinson
51. Nicklos, Amanda-Steffes, LLC, Dickinson
52. Nix, Jennifer-Theodore Roosevelt Foundation, Medora
53. Norby, Jenna-McKenzie County, Alexander
54. Northrup, Terri-McKenzie County, Watford City
55. O'Shields, Ledeanne-Southwest Water Authority, Dickinson
56. Oase, Matt\*, SHRM-CP-City of Killdeer
57. Ortiz, Sofia\*
58. Parkin, Dannielle-TMI, Dickinson
59. Percy, Joetta, SHRM-SCP\*-Stark County, Dickinson
60. Pearson, Madison-Steffes, LLC, Dickinson
61. Pokorny, Ivy-Marathon Petroleum, Dickinson
62. Praus, Carey, SHRM-CP\*-Benz Oil Company, LLC, Killdeer
63. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
64. Ricks, Maria-Community Action, Dickinson
65. Riely, Patty-Dickinson Parks & Recreation, Dickinson
66. Sickler, Brandon\*, SHRM-CP-Killdeer Mountain Manufacturing, Dickinson
67. Stoltz, Melissa, SHRM-SCP\*, Dickinson
68. Strommen, Sheila\*-Theodore Roosevelt Foundation, Medora
69. Suter, Carissa, SHRM-SCP- Marigold Consulting, LLC, Watford City
70. Swanson, Ashley\*-Steffes, LLC, Dickinson
71. Torgerson, Natalie, SHRM-CP\*-City of Dickinson
72. Tysver, Danita - Stark County Development, Dickinson
73. Wallace, Sarah\*- Wallace Business Services, Dickinson
74. Willett, Janelle - Connect Medical Clinic, Dickinson
75. 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