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January
Meeting Information
 Work Based Learning/Career
 Readiness
 Chris Kovash,
 Community Outreach/Work Based
 Learning Coordinator
 Southwest Area Center Tech Center
 Marissa Schroeder | Samantha
 Wohletz
 Student Success Advisor | Director of
 SOAR
 Dickinson State University



Thursday, January 9, 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>

SAHRA Celebration!

SAHRA celebrated its 25 year anniversary during the annual coffee social held December 12, 2024 at Serendipity. Over 30 members were able to attend to enjoy their favorite beverage and some networking with other members. ▀



DIFFERENCE MAKER



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

Hello 2025!!

I feel as I get older, or maybe as my kids get older because let's all face it after the 30th birthday they are all irrelevant, but I digress. The days, weeks and months seems to go by so fast. It is so hard to believe that 2024 has come to an end. I find myself back at the helm of the organization that is probably responsible for my inability to say "NO" to things like this, however if I didn't have a passion for leadership and the daily battles that the Human Resource professional faces on a daily, I wouldn't be here.

2025 brings us some change, DeEll our former fearless leader has moved into the Past Director/SHRM Foundation, new faces on the board as we welcome Joetta Pearcy as Program Director and had a couple existing board member change up their roles for the new year. We also see the exit of someone who was a founding member and constant on the SAHRA Board and producer of the SAHRA newsletter for many years, Carrie Zubke. It would be wrong of me to not take time, to say THANK YOU to Carrie for you many, many years of active service to the SAHRA organization, as we wouldn't be where we are without her guiding light.

As we look forward to 2025, what is in store for SAHRA, for your own personal development, and your companies' goals and hopes. SAHRA has always strived to make the monthly meetings meaningful and impactful for you as HR professionals, but also as people. One of the most impactful things SAHRA can provide you is the networking aspect of our monthly meetings. It provides opportunities to build your network, bounce ideas off of another professional, or simply be in the company of those who live similar lives. To provide more time for our members at the start of their day, we have shifted our membership meetings to start at 8:30 am MT with Networking, with a brief Chapter Meeting at 8:50 am MT, followed by the Monthly Presentation at 9:00 am MT. I encourage you to be present, to unplug, to focus on you. Please join me at 8:30am for valuable networking time! Our meetings will continue to be the 2nd Thursday of the Month at the NDSU Extension Service Office (Door C) at 2680 Empire Road, Dickinson, ND 58601. I would love to get to know you better and see new faces at our membership meetings each month. For those months that you are unable to attend in person, the virtual option is still available.

We WELCOME 2025 with open arms, make it the best year yet.

"With the NEW Day comes NEW Strength and NEW Thoughts." Eleanor Roosevelt

Your President,

Marie Bittner



December Treasurer's Report

New Statement: Checking Account				\$7,086.60
Current Checks / Deposits	12/19/2024	Interest Earned		\$0.05
667		Kim Heidt	Memb Mo Door Prize	(\$224.23)
	12/03/2024	ZOOM	2025 Annual Fee	(\$174.55)
	12/04/2024	Deposit	NDSHRM Sponsorship for 25th Anniversary Social	\$250.00
	12/04/2024	Dickinson Area Chamber	2024-2025 Annual Fee	(\$175.00)
	12/04/2024	Main Street Checks	Check Reorder	(\$33.19)
	12/06/2024	Deposit	Member Dues	\$458.78
	12/06/2024	Deposit	2024 SHRM Foundation Annual Donation	(\$200.00)
	12/10/2024	Bravera Bank	Exiting Board of Director Gift Cards	(\$125.00)
	12/13/2024	Serendipity	2024 Annual Social	(\$329.07)
670	12/17/2024	Ebeltofby Sicklers Lawyers	Overpayment on Membership Dues	(\$50.00)
	12/18/2024	Deposit	Member Dues	\$180.00
Compare to ending bank statement balance				\$6,664.40
Outstanding Checks / Deposits				
646	4/11/2022	Stark County	Room Rental Deposit	VOID
671	12/24/2024	DeEll Jordre	VLBM Trip Reimbursement Yrs of Service Gifts/Strategic Planning Meal	(\$1,536.94)
669	12/26/2024	Stark County	2025 Annual Fee	(\$750.00)
BALANCE				\$4,377.46
New Statement: CD 15mo @ 4.00%				
Certificate of Deposit	2/5/2024	Deposit	Initial funding	\$10,000.00
BALANCE				\$10,000.00

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@cccd.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, Pearcy
Stark County, Dickinson
jpearcy@starkcountync.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

Wellbeing Article from Angie Kennedy

The Power of Vitamins C, D, and Zinc

In the realm of health and wellness, vitamins and minerals are essential for maintaining our body's optimal function. Among these, vitamins C, D, and zinc are particularly noteworthy for their significant benefits. As cold and flu season often coincides with this time of year, it is crucial to practice good hygiene, such as regular handwashing. Additionally, certain key vitamins can provide valuable immune support. Notably, vitamins C and D, along with zinc, are among the most effective. Let us explore the power of these essential nutrients.

Vitamin C: The Immune Booster

Vitamin C, also known as ascorbic acid, is renowned for its immune-boosting properties. It is a potent antioxidant that helps protect cells from damage caused by free radicals. Here are some key benefits:

- **Immune Reinforcement:** Vitamin C enhances the production of white blood cells, which are vital for fighting infections.
- **Collagen Production:** It is essential for the synthesis of collagen, a protein that aids in wound healing and helps to maintain the integrity of skin, cartilage, and bones.

Iron Absorption: Vitamin C improves the absorption of non-heme iron (the type of iron found in plant-based foods), which is crucial for preventing anemia.

Sources of Vitamin C include citrus fruits, strawberries, bell peppers, and broccoli.

Vitamin D: Your Immune System's Sunshine Enhancer

Vitamin D is unique because our bodies can produce it when exposed to sunlight. It is vital for several bodily functions, particularly bone health. Here are its primary benefits:

- **Immune Power:** It modulates the immune system, reducing the risk of infections and autoimmune diseases.
- **Bone Health:** Vitamin D promotes calcium absorption in the gut, which is necessary for maintaining healthy bones and teeth. It helps prevent rickets in children and osteomalacia in adults.

Mood Regulation: Adequate levels of Vitamin D are associated with a lower risk of depression and improved mood.

Sources of Vitamin D include sunlight exposure, fatty fish, fortified dairy products, and supplements.

Zinc: The Essential Immune Powerhouse

Zinc is a trace mineral that is crucial for numerous aspects of cellular metabolism. It plays a vital role in immune function, protein synthesis, and wound healing. Key benefits include:

- **Immune Strength:** Zinc is essential for the normal development and function of immune cells. It helps reduce the duration and severity of the common cold.

- **Wound Healing:** Zinc is necessary for cell division and protein synthesis, making it crucial for wound healing and skin health.

DNA Synthesis: It is involved in DNA synthesis and cell division, which are fundamental processes for growth and development. Sources of zinc include meat, shellfish, legumes, seeds, and nuts.

Conclusion

Incorporating vitamins C, D, and zinc into your diet can significantly enhance your overall health. These nutrients support the immune system, promote bone health, aid in wound healing, and contribute to various other bodily functions. To ensure you get enough of these essential nutrients, focus on a balanced diet rich in fruits, vegetables, lean proteins, and whole grains. If necessary, consider supplements after consulting with a healthcare professional.

By understanding and leveraging the power of vitamins C, D, and zinc, you can take proactive steps toward a healthier, more resilient body.



Angie Kennedy, Senior Engagement & Wellbeing Consultant with CBIZ Benefits

-Early Membership Renewal Drawing-

Any current member who renews their membership by the January SAHRA meeting will be entered in a drawing to win a \$50 Visa gift card!

REMINDER: Your membership period runs from Jan-Dec each calendar year.

<https://ndsahra.shrm.org/forms/join-sahra>

SAHRA's application form for new members or members who are renewing their membership can be found on SAHRA's website. We will no longer be accepting paper forms.

2025 Rates:
\$50 SHRM Member
\$65 Non-SHRM Member



Citrus Boost Smoothie Recipe

DIY Immune-Boosting Drink Recipe: A Tasty Way to Get Your Vitamins and Zinc:

Citrus Boost Smoothie

Ingredients:

- 1 orange (rich in vitamin C)
- 1/2 cup strawberries (rich in vitamin C)
- 1/2 cup fortified orange juice or plant-based milk (for vitamin D)
- 1 tablespoon chia seeds (source of zinc and omega-3s)
- 1/2 cup Greek yogurt (fortified with vitamin D and contains some zinc)
- 1 tablespoon pumpkin seeds (high in zinc)
- 1/2 cup spinach (contains vitamin C and some zinc)
- 1/2 cup water or coconut water (for hydration)

Optional: A dash of honey for sweetness

Instructions:

Peel the orange and blend it with strawberries, fortified orange juice or milk, Greek yogurt, and spinach.

Add chia seeds, pumpkin seeds, and water or coconut water.

Blend until smooth.

Taste and adjust sweetness with honey if desired.

Serve chilled.

This smoothie provides a delicious, nutrient-dense way to boost your intake of these essential nutrients!



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

Strategies for handling conflict and standing your ground
By Debora Dragseth, Ph.D

Frank is angry. "Jim thinks he knows everything," Frank says. "If I have an opinion and I am brave enough to express it, he seems to delight in trashing my opinion in front of everyone in the room. As if that isn't bad enough, last month I had a terrific idea that I let slip to him in a private conversation. Guess what? A memo appeared in my boss's email outlining my plan with Jim's name all over it."

Do you know anyone who fits this profile, either as the perpetrator or the victim? Unfortunately, know-it-alls and credit grabbers are common in workplaces today.

Fearful employees under stress may compete for credit and glory. Often the victims allow themselves to be taken advantage of by not exercising their rights and, therefore, become doormats. There are ways to transform this dysfunctional system.

Conflict is normal and to be expected in the workplace. But the manner in which it is handled is critical.

For example, when you are angry and in a conflict such as Frank's, are you taking responsibility for your part of the conflict, or are you simply lashing out? As the victim, have you stated your position, or have you cowered under the guise of politeness?

Effective strategies need to be applied for conflict to be constructive. Try exercising the following tactics when dealing with a bully:

- Be assertive. Know your right to express yourself, to own your own ideas, and to work in a congenial environment.
- "Unhook" from the bully. When he claims to know everything or throws negativity your way, simply say, "hm," and walk away. This frees you from the situation and leaves him to find a new victim or change his communication. Frank should use this technique when Jim denigrates him.
- Use the "fogging" tactic. Agree with some portion of what the attacker has said (there is usually a speck of truth in any statement). For example, if he says, "Your idea will never work; it costs too much," acknowledge part of his statement. You might respond, "You're right, this idea will cost some money."

- Recognize your anger. After being victimized, you may be tempted to move into attack mode, which is how most "bullies" get their start.
- Give honest notice to the person who has offended you.
- Relate your anger to the specific behavior, not the person.
- Use facts, not judgments.
- State clearly what you want. Additional

techniques can be applied in any situation:

- Don't lay blame.
- Make "I" statements (I feel..., I am..., etc.), rather than third-party statements such as "You..." or "they...".
- Don't fight to win; instead, make your objective finding a workable solution.
- Be honest and direct.
- Stay on one subject. Avoid dredging up the past.
- Admit (even to yourself) that you are a contributor to the conflict situation.



Dr. Debora Dragseth
Professor of Business Administration
Dickinson State University

By practicing these skills, you can transform workplace conflict into an opportunity for growth and collaboration. If, after trying these techniques, Jim is still not willing to work in a more positive manner, Frank needs to recognize this and maintain a boundary. For example, he should avoid disclosing information in confidence and instead express his ideas to a group or direct supervisor.

Debora Dragseth, Ph.D., is the Baker Boy Professor of Leadership and the 2024 Dickinson State University Distinguished Professor of the Year. Her monthly column offers practical solutions to common workplace issues.

1. Aryal, Urja-ABLE, Inc. Dickinson
2. Balliet, Paige—Baker Boy, Dickinson, ND
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. Davenport, Tim-ND Human Services, Division of Voc Rehab, Dickinson
14. Degruy, Margaret-Theodore Roosevelt Foundation, Medora
15. DeWall, Shannon-Baker Boy, Dickinson
16. Doerr, Teran-Bowman County Development Corp, Bowman
17. Dohrmann, Michelle-Consolidated, Dickinson
18. Dunn, Kari—Owner, All in Development Company
19. Erickson, Alicia-Dickinson Chamber of Commerce, Dickinson
20. Erickson, Kay-Dickinson Heating & Air, Dickinson
21. Eslinger, AJ*-Charbonneau Car Center, Dickinson
22. Fetch, Cindy – Southwest Water Authority, Dickinson
23. Fong, Carter-Dickinson Chamber of Commerce, Dickinson
24. Frank, April, SHRM-CP, PHR* - FH Holdings, Dickinson
25. Harper, Lynae, SHRM-CP-Chord Energy , Dickinson
26. Haugen, Tammy-Marathon Petroleum, Dickinson
27. Hauptmann, Stacy*-Denny's Electric, Dickinson
28. Heidecker, Nicole-Baranko Companies, Dickinson
29. Heidt, Kim*-Steffes, LLC, Dickinson
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31. Hintz, Layne-City of Dickinson
32. Hoff, Brittni*-Western Cooperative Credit Union, Dickinson
33. Howe, Rebecca*, SHRM-SPC, SPHR-Savanna Well Servicing, Dickinson
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35. Jacobson, Amy-Steffes, LLC, Dickinson
36. Jirges, Karen*-Ebeltoft . Sickler . Lawyers, Dickinson
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39. Karsky, Alissa*-Ironworks, Dickinson
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45. Logan, Katrina, PHR*-Baker Boy, Dickinson
46. Matthews, Libby*-Dickinson Ready Mix, Dickinson
47. McCoy, Mariel-Baranko Companies, Dickinson
48. Messer, Jennefer, SHRM-SCP*-Fisher Industries, Dickinson
49. Miller, Shea-Ebeltoft.Sickler.Lawyers, Dickinson
50. Miller, Paxton-ION Fields Services, Dickinson
51. Morasko, Kelsey-State of North Dakota Office of Management and Budget, Dickinson
52. Murray, Jen*-Southwest Water Authority, Dickinson
53. Nameniuk, Shelly, SHRM-CP*- City of Dickinson, Dickinson
54. Nicklos, Amanda-Steffes, LLC, Dickinson
55. Nix, Jennifer-Theodore Roosevelt Foundation, Medora
56. Norby, Jenna-McKenzie County, Alexander
57. Northrup, Terri-McKenzie County, Watford City
58. O'Shields, Ledeanna-Southwest Water Authority, Dickinson
59. Oase, Matt*, SHRM-CP-City of Killdeer
60. Ortiz, Sofia*
61. Parkin, Dannielle-TMI, Dickinson
62. Pearcy, Joetta, SHRM-SCP*-Stark County, Dickinson
63. Pearson, Madison-Steffes, LLC, Dickinson
64. Pokorny, Ivy-Marathon Petroleum, Dickinson
65. Praus, Carey, SHRM-CP*-Benz Oil Company, LLC, Killdeer
66. Reiger-Kempenich, Cindy-Sackman Electric & Controls, Dickinson
67. Ricks, Maria-Community Action, Dickinson
68. Riely, Patty-Dickinson Parks & Recreation, Dickinson
69. Sickler, Brandon*, SHRM-CP-Killdeer Mountain Manufacturing, Dickinson
70. Stoltz, Melissa, SHRM-SCP*, Dickinson
71. Strommen, Sheila*-Theodore Roosevelt Foundation, Medora
72. Suter, Carissa, SHRM-SCP- Marigold Consulting, LLC, Watford City
73. Swanson, Ashley*-Steffes, LLC, Dickinson
74. Torgerson, Natalie, SHRM-CP*-City of Dickinson
75. Tysver, Danita - Stark County Development, Dickinson
76. Wallace, Sarah*- Wallace Business Services, Dickinson
77. Willett, Janelle - Connect Medical Clinic, Dickinson
78. 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

◆ **NOTE:** Roster is manually updated and may not reflect recent membership information.