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March Meeting Information

Jennifer Roberson

CBIZ

Employee Engagement is a
Competitive Advantage

Thursday, March 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>

March 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 Jennifer
Roberson, Director of Talent and
Organizational Development, CBIZ Risk &
Advisory Services. In her role, she leads
initiatives focused on onboarding,
culture cultivation, training and enhancing the employee
experience.



In today's fast-paced work environment, employee
engagement isn't just a buzzword—it's a competitive
advantage. What does it REALLY take to create a culture
where employees feel valued, motivated and committed?
In this session you will learn:

1. Discover the four key areas of engagement and how they impact retention and performance.
2. Lean a leadership mindset shift that encourages openness and growth.
3. Understand what employees truly seek instead of traditional feedback.
4. Recognize the stages of collaboration and why early challenges are a sign of progress.

This session will introduce an engagement strategy to
R.E.A.C.H employees and explore how organizations can
cultivate retention and build a workplace where employees
feel valued and engaged.



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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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

Spring has Sprung??? Maybe? March is always a fun weather guessing month for us in ND and from the forecast it looks like 2025 will not be any different. With a possible "winter" storm in the works, please take caution in your travel for Thursday's meeting. My hope, along with many others is that this might be the last one we have to deal with until November rolls around.

It is hard to believe that we are in March already, almost one quarter down in 2025. Most of us are starting to think summer and all the busy things that seem to happen in those short months as well. For me, I am going to try harder to slow down and enjoy the days with my kids at home, even though crazy often ensues.

On the HR front, the hope of employees coming back into the workforce and other possible positive changes as we continue to navigate the new landscape under new Presidential leadership as well as our own local leadership finding their way to mutual understandings with the 1,035 bills that are going through both chambers. At the end, hopefully the decisions made can help move the state forward in a positive position for the betterment of all the stakeholders of the state.

Treasurer's Report

Southwest Area Human Resource Assoc.
March, 2025

New Statement: Checking Account				\$5,603.49
Current Checks / Deposits	2.19.25		Interest Earned	\$0.04
	1.29.25	ND Secretary of State	Agent Change Fee	\$(10.00)
	1.29.25	ND Secretary of State	Annual Report Filing Fee	\$(10.00)
	2.12.25	Daily Perks	Gift Card for February Speaker	\$(25.00)
	2.18.25	SHRM	SHRM CFSP Pmt—SHRM Dual Members.Member Gains Pmt	\$510.00
Compare to ending bank statement balance				\$6,068.53
Outstanding Checks / Deposits				
New Statement:	CD 15mo @ 4.00%			
Certificate of Deposit	2/5/2024	Deposit	Initial funding	\$10,000.00
BALANCE				\$10,000.00

SAHRA Board Minutes

February 10, 2025

Present: April Frank, AJ Eslinger, Joetta Percy, Alyssa Baranko, Kim Heidt, Melissa Stoltz, Marie Bittner, and Krissy Kilwein

Absent: DeEll Jordre, Tiffany Benner, Amber Beld

Guests: None.

President Bittner called the meeting to order at 12:06 p.m.

President Bittner called for a motion to approve the November, December, and January Treasurer reports that were published in the newsletter. Upon motion by AJ Eslinger, second by Krissy Kilwein, motion passed and was carried.

President Bittner called for a motion to approve the November 14, 2024 Board of Director meeting minutes that were published in the newsletter. Upon motion by AJ Eslinger, second by Alyssa Baranko, 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 – focus on connecting with DOL, local schools, SW CTE Academy, Job Service and Dickinson State University.

Public Relations/Technology –Krissy Kilwein – Krissy will resend the Board spotlight information to the directors for a final review. The Board Spotlight will resume in March.

SHRM Certification – April Frank – Thank you to Alyssa Baranko for working on the SHRM Certification technical issues! They have been resolved. April reported that a state-level scholarship will be available for those seeking certification. Contact April for more details. April shared information on the NDSHRM strategic direction which involves brand alignment and working towards 100% SHRM member chapters with various structures to accomplish this.

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.

Membership- Kim Heidt - Kim reported that she is working on the 2025 Membership action plan for growth and will submit to NDSHRM. She will

work with Melissa to complete a membership scrub.

Secretary/Treasurer- Melissa Stoltz – The ND Secretary of State Annual Filing and Agent Change (Jordre to Bittner) was filed.

NO REPORTS - President – Marie Bittner / **Diversity-** Alyssa Baranko / **SHRM Foundation/ Past –President** – DeEll Jordre / **Workforce Readiness** – Amber Beld / **President Elect / Legislative Affairs** – Tiffany Benner

Old Business:

The CLIF report was filed by DeEll Jordre by the December 31st deadline. Thank you DeEll!

Marie will send out the 2025 budget to finalize for the March chapter meeting. The 2025 Strategic plan will also be finalized.

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

New Business:

NDSHRM has HR Educational webinars available for viewing. There is a new link each month and the session is available for 1 SHRM Certification credit. Watch the SAHRA newsletter for more details.

The SHAPE report was submitted by DeEll Jordre. April reported that the SHAPE submission will change slightly in 2026. The elements and timeframe will be the same, but additional components will be required. More information will be available in the coming year.

The EXCEL award submission is due March 15th; Marie will gather the information to submit for the award.

The 2025 NDSHRM State Conference will be held in Bismarck on September 9-11, 2025. Keynote speakers have been lined up and they will be looking for conference volunteers to assist with various tasks. More information to follow.

Meeting adjourned at 1:02 p.m.
Submitted by: Melissa Stoltz, Secretary/
Treasurer
Approved by: Marie Bittner, President

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

February 13th, 2025

Members Present: Paige Balliet, Alyssa Baranko, Marie Bittner, April Frank, Stacy Hauptmann, Coley Hueske, Amy Jacobson, Krissy Kilwein, Chandra Klusmann, Amanda Nicklos, LeDeanna O'Shields, Joetta Percy, Madison Pearson, Melissa Stoltz

Members Via Zoom/Virtual: Urja Aryal, Amber Beld, Tiffany Benner, Sierra Burgess, Dessie Calihou, John Cloutier, Karen Cummins, Margaret DeGruy, Shannon DeWall, Michelle Dohrmann, Kay Erickson, AJ Eslinger, Cindy Fetch, Lynae Harper, Tammy Haugen, Nicole Heidecker, Kim Heidt, DeEll Jordre, Nancy Lantz, Libby Matthews, Mariel McCoy, Sofia Ortiz, Dannielle Parkin, Carey Praus, Patty Riely, Brandon Sickler and Janelle Willett

Guests present: Ellie Papineau (ASPIRE Coaching)

President Bittner called the meeting to order at 8:50 a.m.

President Bittner called for a motion to approve the January 9, 2025 Chapter meeting minutes that were published in the February newsletter. Upon motion by Joetta Percy, second by LeDeanna O'Shields, motion passed and was carried.

NEW MEMBERS: None.

ANNOUNCEMENTS:

- President Bittner announced that the January Treasurer report was available for review in the February 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 will be sponsoring a certification scholarship for those interested in SHRM certification testing. Watch for a Certification Scholarship Program Nomination form which will be available soon.
- 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.

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.

COMMITTEE REPORTS: None.

OLD BUSINESS: None.

NEW BUSINESS:

SAHRA is holding a Hats/Gloves drive until March 31st. Please drop any donations off at Charbonneau Car Center.

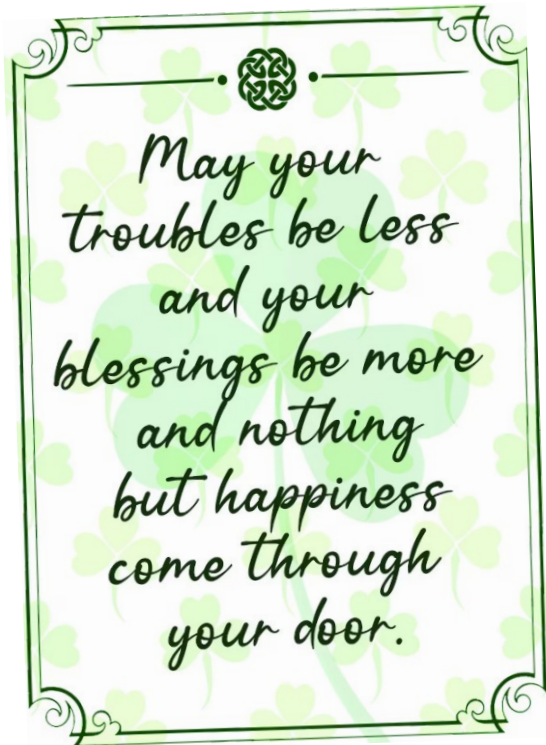
Attention SHRM Certified Members! NDSHRM is offering an HR Summer Lunch Break webinar series which is available the 2nd Thursday of the month at 11 am MT. Information will be sent out via a membership email blast and the link is also available in the SAHRA newsletter.

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

PROGRAM: Achieve the Success You Crave, Ellie Papineau - ASPIRE

Minutes Submitted by: Melissa Stoltz, Secretary/Treasurer;
Marie Bittner, President





HR SUMMER SCHOOL LUNCH BREAK
 2nd Thursday of the Month at 11 am MT
 March Meeting Link Below
[HRSS Lunch Break Attendees 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



Benefit Updates

Employers who want to remain competitive throughout 2025 must adapt to shifting employee expectations, regulatory changes and technological advancements impacting employee benefits. From increased personalization of offerings to enhanced leave policies, keep the following trends in mind as you adjust your benefits strategy for the year ahead.

1. Increased Personalization of Benefits Offerings: Gone are the days of one-size-fits-all benefits packages. Employees today expect personalized benefits that align with their unique life circumstances. In 2025, more companies are expected to adopt flexible, customizable benefits packages that allow employees to select options that fit their individual needs, from student loan assistance to pet insurance. Employers — consider implementing benefits platforms that offer a marketplace approach, giving employees a range of choices to personalize their packages.

2. Expanded Support for Employee Wellbeing: Employee demand for comprehensive wellbeing programs continues to rise, and employers plan to integrate more holistic approaches to employee wellbeing in 2025. Key focuses are likely to include preventive care, financial wellness and mental health support. Organizations looking to get ahead of this trend may enhance their Employee Assistance Programs (EAPs) and expand employee access to mental health apps, on-demand therapy, and mental health days.

3. Increased Focus on Financial Wellness: Financial stress directly impacts employee performance. Benefits strategies for 2025 will emphasize proactive financial wellness initiatives, including budgeting tools, debt management resources and retirement planning support. Consider partnering with financial coaching services, expanding 401(k) contribution matching and offering student loan repayment assistance to meet evolving employee expectations.

4. Permanence of Hybrid and Remote Work: Remote and hybrid work are now permanent fixtures in many industries. To adapt to the permanence of flexible work arrangements, many employers will redesign benefits programs to

prioritize work-from-home allowances,

technology stipends and enhanced virtual healthcare options.

5. Emphasis on DE&I in Benefits Design: Diversity, equity, and inclusion (DE&I) initiatives will influence how benefits are structured to ensure equitable access for all employees. Gender-neutral family leave, fertility support and accommodations for employees with disabilities are becoming standard. As such, many employers are expected to review and revise benefits policies to ensure inclusivity.

6. AI and Technology-Driven Benefits Administration: Automation and artificial intelligence will streamline benefits management, making it easier for employees to access information and make informed decisions. In 2025, consider investing in AI-powered platforms that offer personalized benefits recommendations, automated enrollment and seamless access to support resources.

7. Enhanced Leave Policies: Generous leave policies will be a key differentiator throughout 2025. Paid family leave, caregiving leave, and sabbaticals are increasingly viewed as essential benefits. Employers may increasingly expand paid leave options to include caregiving responsibilities and extended personal leave

Stay Ahead of the Curve : Staying ahead of key trends impacting the benefits landscape will require a proactive, employee-centric approach in 2025. By embracing shifting expectations and technological advancements, employers can create compelling benefits packages that attract top talent and foster long-term retention. Now is the time to evaluate your current offerings and make strategic updates to ensure your organization remains competitive.



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