

Newsletter

OUR MISSION Use our collective voice to foster the business community and empower the HR professional with education of best practices and strategic leadership.

PRESIDENT'S MESSAGE

SABRINA OLSON, SHRM-SCP



Dear Valued FMHRA members,

We first want to express our sincerest gratitude for your ongoing support and dedication to the Fargo Moorhead Human Resources Association. It is because of your commitment that we have been able to achieve remarkable milestones and provide exceptional programming and resources to all our members.

We have continually strived to enhance the value of your membership by introducing new programs, initiatives, and resources that cater to your evolving needs. To sustain and improve the quality of our services, it has become necessary to adjust our membership dues.

The increase in membership dues will enable us to:

1. Enhance member benefits: By allocating additional resources to our programs and services, we will be able to provide you with even greater value and more enriching experience as a valued member.
2. Continually invest in the technology we need to deliver our programs virtually and in-person events.
3. Maintain financial stability. The adjustment in membership dues will help us meet our financial obligations, cover operational costs, and ensure the continued growth of our organization.

We appreciate your understanding and support during this transition period. We believe that this adjustment will ultimately strengthen our organization and enable us to provide even better services to you. Your continued membership is invaluable to us, and we remain committed to delivering exceptional value and experiences.

Thank you for your understanding and ongoing support.

Sabrina Olsen, FMHRA President



AFFILIATE OF



**SIX MONTHS
TO GO IN 2023!**

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WELCOME NEW MEMBERS!

Amber Beld, SpartanNash

Heather Berg, Spherion

Jenna Frost, American
Crystal Sugar

Amber Hill, Mayville State
University

Ashley Jetvig, Minnesota
State University, Moorhead

Ashlyn Jorgenson, Cullen Insulation

Kim Kramer, Legal Services of ND

Deon Strapp, Pactiv Evergreen

Allie Juve, Gate City Bank

Valerie Tescher, ServPro of Fargo-Moorhead

Chole Gemmill, Marsh McLennan Agency

Maddy Kovacich, Marsh McLennan Agency

Ingrid Otterson, Marsh McLennan Agency

Ryah Opsahl, PRx Performance

Jaron Reis, Marsh McLennan Agency

Ambrose Zavislak, Centre Inc.

FMHRA EARNs SHRM PLATINUM EXCEL AWARD!

SHRM EXCEL 2022

[Fargo, ND], May 19, 2023 - SHRM (the Society for Human Resource Management) recently awarded FMHRA its prestigious EXCEL Platinum Award for its accomplishments in 2022.

The EXCEL award is given to state councils and chapters to recognize major accomplishments, strategic activities, and tactical initiatives that elevate the profession of human resources.

“SHRM’s impact on the world of work is due to the dedication and efforts of our chapters and state councils like FMHRA. “The Platinum EXCEL Award is not only a celebration of the great work done by FMHRA—it’s also recognition of their focus and determination to cause the effect to make great workplaces”, said Johnny C. Taylor, Jr., SHRM-SCP, president, and chief executive officer of SHRM. “Their HR leadership is exemplary.”

The EXCEL Award can be earned at four levels: bronze, silver, gold and platinum. Each level has a prescribed set of requirements and accomplishments that must be met. FMHRA will receive recognition in SHRM publications and at conferences, a logo to display on its website, and information to share with its members about the significance of this award.

FMHRA TO INCREASE MEMBERSHIP DUES SEPTEMBER 15TH

The Board of Directors has made the decision to increase the FMHRA Membership Dues as costs (speaker fees, event building cost, food, etc...) have continued to rise. This increase will go into effective on Friday, September 15th. The dues will increase as follows:

- Increasing from \$40 to \$49 for Student non-SHRM Members
- Increasing from \$165 to \$215 for SHRM Members
- Increasing from \$199 to \$299 for non-SHRM Members

We will not be increasing the dues for Student SHRM & guests. Currently, Student SHRM & Guest fees are as follows:

- \$0 for Student SHRM Members
- \$30 for Guests

If you would like to renew your membership or become a new member at the current rate, you may do so until Thursday, September 14th. For those renewing, your membership expiration date does not change if you renew prior to the expiration date. (Example: If membership renewal date is 1/1/2024 and you renew today, your new renewal date would be 1/1/2025)

If you have any questions, please reach out to us at contactus@fmhra.com. The FMHRA Board of Directors thanks you all for your continued support. FMHRA Board of Directors

FARGO-MOORHEAD
HR
ASSOCIATION

FIVE QUESTIONS FOR HR

We are introducing a new feature to the FMHRA Quarterly Newsletters, where we highlight a current member of the FMHRA community! We are calling it Five Questions for HR!

The hope is you can get to learn a little more not only about those you share a membership with but also learn a little more from them as well! Their journey to their current role, how they adapt to the changing HR landscape & how they maintain their own work-life balance.

The first member of our FMHRA community we get to know is Sabrina Olsen, current FMHRA Board President. Sabrina currently works as the Director of HR and talent Development at The Collective.

1. Can you tell me how did you get started in this field and what experiences have shaped your career?

I started my career at the YMCA where I worked as a coordinator. This included tasks like interviewing, hiring and on-boarding. I loved this part of my job and decided to look for another position where I got to spend most of my time doing those tasks. This led me to join Goldmark Property Management as an L&D consultant and I was very fortunate to grow my skills and experience there evolving into the role of HR Manager focusing on Organizational Development and Strategy. After many years I moved into this role as the Director of HR and Talent Development at Collective.

2. What do you find most rewarding about working in HR?

The most rewarding part of what I get to do is see others around me succeed in their own careers. I enjoy getting to coach others around me and then see them coach their own teams.

3. What challenges do you typically face in your role, and how do you handle them?

The most challenging part of my role is sometimes looking at the business case for the issue and taking the person out of it. These decisions are hard because we want to do what's right but know sometimes, we can't please everyone.

4. How do you stay up to date with the latest trends and developments in the HR industry?

I love to use my online resources like SHRM but also feel like knowing the right people in our community in HR has really helped grow my knowledge of industry standards and benchmarks.

5. How do you maintain a work-life balance, and are there any activities or practices that help you stay energized and focused in your role?

This question will always be a hard one for me. I believe in work-life blend meaning for me the balance may be always a little off. I may have days where I can spend time with my family and there may be days when I must show up and be there for my teams at Collective. I do feel I truly get my energy from the people around me and when I surround myself personally and professionally with the people that fill my bucket I am really getting re-energized through every interaction.

UPCOMING EVENTS

AUGUST 1ST

Monthly Meeting: *State of the Healthcare Market* presented by Sarah Delany of Marsh McLennan Agency

11:50 am - 1:00 pm via in-person OR Virtual. In-person registration includes lunch.

Our speaker and regionally based healthcare panel will cover a variety of topics to include diving into data and analytics and future innovation within the healthcare space.

[Register here!](#)



LEGISLATIVE UPDATES

The state of Minnesota has had many legislative updates that have already gone into effect or will be coming up in the next year or two. Check out these latest updates and make sure your workplace is compliant!



- **Minnesota Paid Family and Medical Leave** begins on 01/01/2026. This provides paid time off for when you have a serious health condition or need to care for a family member with a serious health condition and for bonding with a new baby or child in your family. The premiums begin being collected on January 1, 2026. Employers will have an employer account system where premium payments are managed.
 - To do for employers:
 - mid 2024- MN employers are required to submit wage detail reports
 - late 2025- employers must notify employees about the program
 - January 2026- employers are required to submit premium payments due.

For more information on the upcoming Minnesota Paid Family and Medical Leave visit [here](#).

- **Minnesota Earned Sick and Safe Time** begins 01/01/2024! This time can be used for when employees are sick, to care for a family member, or to seek assistance for domestic abuse. Minnesota employees are eligible if they work at least 80 hours in a year for an employer in Minnesota and are not an independent contractor. Employees earn one hour for every 30 hours worked, up to a maximum of 48 hours each year. For more details on the MN Earned Sick and Safe time click [here](#).
- **Non-Compete agreements became unenforceable for most MN employees and independent contractors** on July 1, 2023. This provision was embedded in a comprehensive Jobs, Labor & Employment Bill that Minnesota Legislature passed on May 16th. The new ban does not apply to existing non-compete agreements prior to July 1, 2023. Click [here](#) to read more about this ban.
- **Drug Testing Policies for Minnesota employees/employers need to be updated** by 08/01/2023. Drug testing policies must specifically articulate rules regarding the possession, use, impairment, sale, and transfer of cannabis and cannabis-related products in the workplace, and employers cannot refuse employment to applicants for non-safety-sensitive positions who test positive solely for cannabis. Employers will also be prohibited from taking adverse employment actions against employees who use cannabis products that are lawful in the state of Minnesota outside of work. An exclusion for “safety-sensitive” positions is provided.
- **Minnesota Pregnancy and Lactation Accommodations were amended** to expand statutory protections for pregnant and lactating employees plus adding a notice requirement beginning 07/01/2023. Employers must inform employees of their rights related to pregnancy and lactation accommodations at the time of hire and when an employee makes an inquiry about or requests parental leave. Additionally, employers must now provide notice to employees in the employee handbook of their rights and remedies under the law. There is not a requirement that the lactation rights end at 12 months post-birth, an employee need not take this break concurrently with other breaks, and there is not an undue burden exception. Finally, the accommodation requirements are expanded to also include longer restroom, food, and water breaks (in addition to the previously required “more frequent” such breaks) and reasonable accommodations for pregnant employees now include (but are not limited to) temporary leaves of absence, modification in work schedules or job assignments and more frequent or longer break periods. The notice must be provided in the employee’s native language

BOOK CLUB

SEPTEMBER 7TH @ 7:00PM - LOCATION: TBD

Book: "The Leader You Want To Be" by Amy Jen Su

Book Synopsis: Leadership expert and coach Amy Jen Su's powerful new book helps readers discover that the answer lies within. By focusing in specific ways on five key leadership elements--Purpose, Process, People, Presence, and Peace--you can increase your time, capacity, energy, and ultimately your impact, with less stress and more equanimity. Drawing on rich and instructive stories of clients, leaders, artists, and athletes, as well as on research by experts, the author brings together the best of both Western management thinking and Eastern philosophy to provide a holistic yet hands-on approach. The Leader You Want to Be is your indispensable guide to tapping into and expanding your leadership capacity so that you can be your best, sustain yourself, and thrive as a leader.

[Register here for Book Club](#)

LEGISLATIVE UPDATES (*CONTINUED)

- **Wage Disclosure Protections were amended**, effective 07/01/2023. The statute was amended to identify additional bans on employer's actions against an employee for exercising their rights under the statute. All employers with a Handbook must have a Wage Disclosure Policy and per the amendments, it must specifically state that an employer is prohibited from discharging, disciplining, penalizing, interfering with, threatening, restraining, coercing or otherwise retaliating or discriminating against an employee for asserting rights under the law (prior to this amendment, the law stated an employer "may not" retaliate). In addition, employers in Minnesota are no longer able to inquire into, consider or require disclosure of an applicant's pay history for purposes of determining compensation or benefits.
- **Minnesota Pregnancy and Parental Leave Policy was amended**, effective 07/01/2023. This policy now applies to all employees without regard to any hours worked or length of service requirements. This policy also applies to all employers, no matter how many employees are at the site.
- **Minnesota School Conference and Activities Leave was amended**, effective 07/01/2023. The statute now applies to all employees without regard to any hours requirements.

Remember to check and update your compliance posters! The U.S. Department of Labor has released two new posters with additional information regarding the new PWFA law and the PUMP Act. The EEOC has also updated the "Know Your Rights: Workplace Discrimination is Illegal" poster, which needed to be displayed by 06/27/2023.

[Head over to the Legislative Resources page to read the latest legislative updates](#)

THE LEADER
YOU WANT TO BE

Five Essential
Principles for
Bringing Out
Your Best Self—
Every Day

AMY JEN SU

HARVARD BUSINESS REVIEW PRESS

LOCAL EVENTS

JULY 25TH

**FMWF Chamber Event:
Women Connect - Doing it
Scared: Overcoming Fear and
Building Confidence** presented
by Melanie Iverson, Executive
Director at Ladyboss Lifestyle

3:30 pm - 5:00 pm @ Avalon
Events Center and Livestream

[Click here for more information](#)

AUGUST 22ND

**FMWF Chamber Event:
Women Connect - Building a
New Leadership Model**
presented by Sarah Smith
Warren, Founder of Soul Space
Work

3:30 pm - 5:00 pm @ Avalon
Events Center and Livestream

[Click here for more information](#)

SEPTEMBER 21ST

**FMWF Chamber Event:
Business After Hours**

4:00 pm - 6:00 pm @ ADelta
by Marriott

[Click here for more information](#)

FEBRUARY MEETING MINUTES

FEBRUARY 16TH, 2023 @ 11:30 AM

Attendees -Molly Klein, Scott Wirth, Shelley Cummings, Sabrina Olsen, Erin Wagner, Paige Shockman, Mitch Pribula, Becca Oie, Stacey Bangert, Kriss Burns, Daniel Gunderson, Rachel Myhre

Absent –Paige Shockman, Brett Longtin, Brandy Miller

Call to Order –11:34 am

1. Approve January's Board Meeting Minutes

a. Motion to approve minutes Shelley Cummings

b. Second Erin Wagner

i. Approved by all

2. Approve Financials & Financial Update

a. Motion to approve January 2023 Financials Scott Wirth

b. Second Dan Gunderson

i. Approved by all

President's Report

Consent Agenda and adding to it.

NDSHRM Update – Registration for this year's conference is opening soon

Old Business

2023 – Goals

- Review FMHRA Strategy Plan
- Livewire Cost/Update
- Technology Update –
 - Erin made a motion continue using Livewire for virtual for up to 5 years
 - Shelley seconded
 - Approved by all

New Business

- Vacant Programming Position
- Programming committee met January 27th Sabrina and Scott
- Kevin Cronen is a current programming committee member – Open to the role to finish out Rachel Olson term
- Scott is heading up the all-day conferences – April, June and November
- Rachel Myhre made a motion to appoint Kevin Cronen to the Vacant Programming Director
- Kriss Burns seconded
- Approved by all
- 2023 Programming Needs
- Updating our mission

- Change foster to engage within our mission statement
- Motion was made to change the word within the Mission – Scott motioned
- Kriss Burns seconded
- Approved by all

Financials – Over run in programing

- Budget starts April 1st– Vote will happen at our March board meeting
- Number of contacts – limit of 2000 Archived
- How can we remove or archive contacts
- Aging receivables – Has started going through them because AR is growing

College Relations Role

- Three people have expressed interest in the role
- HR Games – not being planned by the ND State
- Scholarship information – Open until the end of the February

Membership Update:

- Student that has applied seems to be out of state
- 405 - active members
- 251 - Dual SHRM/FMHRA members
- 15 - Student member
- 140 - non certification
- Update on the EDC survey
- Would like to model the survey like one National SHRM had done a few years ago. Scott has reached out to Jenny our National SHRM Rep

Communication – Dan

- Should other event get pushed out to our members from different organizations

Certification - Shelley

- Attend one of the prep courses and promote FMHRA to those taking the class

Legislative Director - Becca

Scott motioned to adjourn 1:02pm

MARCH MEETING MINUTES

MARCH 16TH, 2023 @ 11:30 AM

Attendees -Scott Wirth, Erin Wagner, Brandy Miller, Sabrina Olsen, Brett Longtin, Paige Shockman, Stacey Bangert, Rachel Myhre, Kevin Cronen, Rebecca Oie, Mitch Pribula and Shelley Cummings

Absent – Kriss Burns, Dan Gunderson, Brett Longtin and Molly Klein

Call to Order –11:32 am

Approve February's Board Meeting Minutes

- We will do an email vote after the updates are sent out

Approve Financials & Financial Update

- Stacey made a motion to approve February Financials -
- Scott seconded motion
- Approved by all

President's Report

- NDSHRM Update - Registration price has increased
- All the committees have been meeting and it sounds like everything for the state conference is going well
- First night at conference they are planning to have a band

Old Business

- 2023 Goals
- Increasing our followers to 700 –Engagement of our Volunteer board members (re-sharing events) -Dan
- Create a networking committee and provide the definition of success –Paige
- Update each job description – Sabrina
- Create a sub-committee that focuses on recruitment –Kriss, Scott, Sabrina
- Livewire new contract - Voted on Feb board meeting and Paige is following up with them

New Business

- Welcome Kevin & 2023 Programming Needs
- Getting great involvement from the Programming committee – 35 to 40 different speakers and seeing where they are at and wanting to do an event with FMHRA and planning out Food for Thoughts as well as monthly meeting planning

Membership discussion – Brandy

- Question: do we need to be concerned about where the new members are working? It is a new member for us and is an additional income resource.
- Our bylaws state that two board members do need to approve new members and have some HR involvement in their organization.
- Budget and expenses April 2023-March 2024 – Erin
- Increased speaker cost
- Prep-course is a break-even and not a revenue generator
- Membership costs – Do we need to increase the cost
- Need to collect more information and propose a new cost
- Right now the budget is a **\$20,000 deficit**
- Motion was made to remove the social from the budget and not hold a social this year
- Pagie made the motion
- Scott seconded
- Approved by all
- Shelly made a motion to pass the 2023-2024 budget with Erin's proposed changes
- Paige seconded
- Approved by all

College Relations/ Pres Elect - Kriss

- The YPN (Young Professionals Network) from The Chamber has reached out and would like to give a little 5-minute overview of their program and an invitation to check them out at our April Meeting.
- The Scholarship Applicants have come in, so it's time to vote! I would like to invite the Winner to our April Meeting so we can announce and present the check and certificate.
- Candidates will be sent out and an email vote will take place

Certification – Shelley

- Prep Class Update – 6 have registered
- Chamber training dropped business training
- Have partnered with ATD to provide credit for some of their programming

Workforce Readiness – Mitch

- SHRM is creating a "Job Quality Academy" 2 summits this year, results/information available 2024
- Local Board Succession planning—need access to Hotmail account for code.

MARCH MEETING MINUTES (CONTD...)

MARCH 16TH, 2023 @ 11:30 AM

Administration - Rachel

- Food & Beverage minimum is now \$1,500
- Smaller room at Avalon – any feedback?

Technology – Paige

- WildApricot Job Board – Mitch will into
- WildApricot Donation Form
- Website Admin Access – need to review what access has everyone to then decide what access need to be changed
- In person/Virtual attendance numbers – 46ish% attended virtually in 2022 – Our in-person attendance is growing

Meeting was adjourned at 12:55pm

APRIL MEETING MINUTES

APRIL 13TH, 2023 @ 11:30 AM

Attendees -Scott Wirth, Erin Wagner, Brandy Miller, Sabrina Olsen, Brett Longtin, Paige Shockman, Stacey Bangert, Rachel Myhre, Kevin Cronen, Rebecca Oie, Mitch Pribula Kriss Burns, Dan Gunderson, Brett Longtin and Molly Klein

Absent – Shelley Cummings and Rachel Myhre

Call to Order –11:38 am

Review Attached Consent Agenda Topics – Highlights Below

- **Current Members:** 402
- **Dual SHRM Members:** 247 SHRM memberships and 16 Student SHRM memberships
- **Professional Development -Stacey**
- **Book Club** – going to change the number of meetings to 2 books per year. Thinking Spring and Fallish.
- **Mentorship Program – Current program ends April 30. Survey will follow.**
- Looking to revamp current program to Virtual Peer Mentoring Groups.

Finance - Erin

- We had a net gain of \$6,190.92 for March and here is a summary of our main income and expenses for the month:
- Income:
 - Membership Revenue
 - Guest Fees
 - April Conference Registration
 - Prep Class Registration
 - SRHM Financial Support
- Expenses:
 - Credit Card Processing Fees
 - Board SHRM Membership Reimbursements
 - Prep Class Materials
 - March Avalon Fees
 - February FFT Speaker Fee
- We show an overall net gain of \$371.97 for the year 4/1/22 – 3/31/23. However, we haven't been charged from LiveWire for March (or April).
- Our current balance in FIBT is \$122,735.47 (\$9,564.73 is Disrupt HR's money).

Approve March 's Board Meeting Minutes

- Paige made a motion to approve March meeting minutes
- Erin Second the motion
- Approved by all

Approve Financials & Financial Update

- Scott made a motion to approve March Financials
- Brandy second the motion
- Approved by all

President's Report

- E Blast for Brown and Brown- The funds received for the E-blast were split between 3 chapters and came to just over \$300 credit per chapter after the split.

Old Business

- 2023 Goals
- Increasing our followers to 700 –Engagement of our Volunteer board members (re-sharing events) -Dan
- More notifications and more posts are coming up consistently
- It was noticed that there is a group page and a business page for FMHRA, each page has its own followers. Dan posts to the Business Page and the group page isn't needed. Dan is looking into how to get rid of the group page.

APRIL MEETING MINUTES (CONTD...)

APRIL 13TH, 2023 @ 11:30 AM

- Everyone should keep resharing posts to increase views and traction. You can also request other HR individuals to follow the page.
- Create a networking committee and provide the definition of success –Paige
- Update each job description – Sabrina / Brett
- Brett will review all job descriptions except for President, Past President, and President Elect- Sabrina will review those.
- Create a sub-committee that focuses on recruitment –Kriss, Scott, Sabrina

New Business

Programming – Kevin

- **May** – Sara West (Monthly); Kristal Johnson/BCBSND (FFT)
 - Monthly meeting and food for thought for May is set.
- **June** – All Day Meeting; Gary Abernathy (FFT)
 - June is set for the food for thought-MMA hybrid event. Scott is meeting with Matt from “Be More Colorful” for the all day meeting. Matt has about 45 minutes worth of content and wants attendees to play with the BI. The all day meeting will most likely be more like 2.5-3 hours tops. Scott talked about Golden Path Solutions which does virtual reality type things, recruiting to high schools. Connects employers with educators. The June conference could be a work force readiness conference instead of tech.
- **July** – Mike Henke (Monthly);
 - Monthly meeting is set. Mike is only asking for \$200 payment for travel. The July Food for Thought is still being worked on.
- **August-September:** monthly meetings are set.
 - Food for Thought will hopefully be set for 2023 by August and will begin working on 2024.

Programming Workflow -Kevin

- Proposal comes in and Kevin receives a notification that it's there through Microsoft

Forms. The proposal goes into a spreadsheet that is accessible to everyone on Sharepoint.

- Kevin reviews the proposal to see if its something we are interested in by topic, price, etc...
- Kevin or the Programming Committee reach out to the proposed individual to see if they are a good fit
- Once the fit is determined, they set a date and Shelly is notified by Kevin for Certification. The details are given to Dan for building the events.
- Side note: For HCRI we are off of monitor now unless we ever have a new certification director, then we would go back on monitor for a year.
- On the Day of the event- there is virtual and in person check in
- Virtual happens after the event- livewire sends a list of anyone that logged in and Paige checks this.
- In Person- check in and announcements will now have a rotating schedule for who is doing them.
- After the event- Rachel sends the survey out one week after the event

Things to consider:

- Have the Admin set the menu for the year because people really want to know what the menu is in advance. (Possibly tacos every month for Taco Tuesday 🌮)
- Passwords are now built for the monthly meetings- livewire has these (there was a break in the process previously)
- Is everyone able to access sharepoint?

Increase membership dues proposal and discussion -Sabrina (Move to May)

- Proposing: SHRM member \$200, Non SHRM member \$299, SHRM student \$0, Non SHRM student \$50
- There is a notice requirement for doing an increase

Peer Mentoring Groups – Stacey

- ATD has done this in the past
- Subcommittees would be formed from our members based on topics of interest
- Topics are assigned to a group that individuals sign up for and meet regularly on the topic for a set amount of time. Would give more exposure for our members on the topics they are interested in for discussion.

APRIL MEETING MINUTES (CONTD...)

APRIL 13TH, 2023 @ 11:30 AM

- We would be able to connect people and resources with individuals that are passionate about the particular topic
- A survey would be sent out to see what topics come back as being of interest to our members.
- Would call this “Peer Groups” instead of “Peer Mentoring Groups”
- Meetings would be once a month for about 4 months
- The surveys for the current mentorship program are being sent out in May. We would like to see those results first before starting this up. Possibly launching this program in June or July.

Technology – Paige

- LiveWire files – transitioning to SharePoint, when & why
- Shares recordings and virtual attendance with Paige in google drive. Paige inquired about transitioning that to Sharepoint. Livewire agreed to do this, starting with the May Meeting. Anybody can then access it. Livewire does have access to one file in our Sharepoint.
- Scott will be sending an email to Paige about what went wrong in the April meeting with Livewire.
- Programming – email address, Teams meetings (FFT, board, SHRM Prep), cancel zoom
- New email address possibly for Kevin for Programming. This is a \$6 per month cost from the Tech budget.
- We have access to Teams for free. Zoom has a cost. Board Meetings, food for thought, SHRM prep course could be done through Teams instead of Zoom. The meeting for Teams would need to be created with an @FMHRA email address, then anybody should be able to join. It does need to be trialed.
- Zoom is an annual payment, but we may be able to cancel it early.
- Surveys – Forms, create templates, cancel survey monkey
- Paige wants to cancel survey monkey, which costs \$280 per year. If we keep it, our subscription would need to be increased soon.

- Microsoft forms is a potential source for surveys. Proposals are using Microsoft forms currently, and its on sharepoint.
- Biggest issue with forms is needing an @FMHRA email address to access it, but we could add 4 more email addresses with the cost savings or could potentially not need additional email addresses if templates/forms are being created.
- SharePoint – Folder clean up
- Board members need to look at their role’s folder in Sharepoint and create an archive folder to archive unneeded items.
- Website admin access
- Should be corrected now
- Website Library
- Monthly meetings and Food for Thought are broken down by month here.
- Paige would like to put a link to Sharepoint in FMHRA library instead since everything has moved to Sharepoint.
- Everyone agrees that its ok if Paige does this.
- Scott gives permission for Paige to proceed cautiously and Kriss seconds this for Paige’s endeavors.

Meeting was adjourned at 1:01pm

MAY MEETING MINUTES

MAY 18TH, 2023 @ 11:30 AM

In attendance – Sabrina Olsen, Becca Brenden, Brandy Miller, Dan Gunderson, Mitch Pribula, Paige Shockman, Stacey Bangert, Shelley Cummings, Erin Wagner, Rachel Myhre and Scott Wirth

Not in attendance – Kevin Cronen, Kriss Burns, Molly Klein, Brett Longtin

11:37 a.m. Meeting is called to order by Sabrina Olsen

Finance Update – Erin Wagner

- Clarification on aging receivables, which started out at \$16K and is now down to \$468.68
- Emailed everything over 60 days old
- Voided out invoice for those accounts that had gone dormant
- Submitted our 990 tax filing as well
- Motion to approve April Financials is passed

President’s Report – Sabrina Olsen

- Went over 2023 Goals and provided updates

MAY MEETING MINUTES (CONTD...)

MAY 18TH, 2023 @ 11:30 AM

New Business

Programming – Kevin

- Updates on June, July and August event planning
- How things are going from a future planning state
- Increase of membership dues – Sabrina
- Proposing \$215 for SHRM members and \$299 for non-SHRM member
- Thought process was this increase is needed
- Back and forth on a landing point on price increase
- 250 SHRM members, 140 non-SHRM members within FMHRA
- Student SHRM member is \$0 and non-SHRM Student is \$49
- Got clarity on current Student membership cost
- Decided to keep cost for non-SHRM student at \$49
- Notice requirement is due as well
- This must be at least 60 days prior
- We talked about giving an opportunity to lock in current rates prior to the increase coming
- Paige made motion to improve rate increases as presented and announcement will be provided 60 days prior to rate increase going into effect
- Shelley seconded the motion
- Next steps proposed by Sabrina would be a get together to market this out within the next 30 days
- Sabrina, Dan, Erin and Molly to be a part of that sub-committee

SHRM Update – Scott

- Scott announced that FMHRA was awarded the 2022 SHRM Platinum Award

Peer Mentoring Groups – Stacey

- A FMHRA member (Sarah G.) offered to lead the book club
- Stacey is going to reach out to Sarah G and make a plan to have her lead the next book club and plan to have three or four book clubs per year as set in our budget
- Peer Mentorship Groups vs Mentorship Program discussion
- Stacey is going to write a plan to bring forth to the board on what the different topics entail for the Peer Mentoring Groups (Benefits,

Performance Management, Recruiting, ADA, etc.)

- Scott to email Stacey list of topics

Technology – Paige

- An agreement will be added when logging into the Livestream Virtual meetings as we have additional attendees joining without prior registration and who are non-members
- Both Zoom and Survey Monkey about a year left on their current contracts – a decision will have to be made at another time
- FMHRA website – as a reminder event have to be tagged to appear on the upcoming events schedule/or in the calendar section of our homepage

Communications – Dan

- In order to increase readership of the newsletter as well as following on social media, Dan plans to create content by interviewing HR professionals in the community and raise awareness around the HR profession in the community

Meeting was adjourned at 1:03PM

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OUR STORY

During the early 1970's a group of area personnel professionals identified a growing need amongst themselves and their colleagues for a networking vehicle to share information, ideas and concerns regarding issues to their profession. An organizational meeting was held in October 1976 to determine the interest in forming an area wide personnel organization. Because of the strong interest in forming an organization, the Constitution and Bylaws were adopted and the first officers were elected in January 1977.

In February that same year, the Fargo Moorhead Personnel Association (FMPA) was formerly installed as a chapter of the American Society of Personnel Administration (ASPA).

In September of 1989, the ASPA became known as the Society for Human Resource Management (SHRM). This marked a new era for the rapidly growing profession and before the end of 1989, the FMPA became known as the Fargo Moorhead Human Resource Association (FMHRA).