

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

SCOTT WIRTH, SHRM-SCP, SPHR

HAPPY
NEW YEAR!



Parting thoughts...

As we start 2023, my term as President of the FMHRA chapter comes to a close. I just want to take a few minutes of your time to share one of the most important things that I've gained over the past two years: Relationships.

By being more active in the chapter I have met so many friendly people (some in-person and some only virtually). I have gained a close group of friends and peers that I can learn from, lean on, have fun with, and work with to make our chapter stronger. I have also met HR peers and program presenters that have shared stories, advice and insights that have helped me be even more open to seeing things from a variety of different points of view.

I would encourage everyone in our chapter to increase their participation and involvement in the variety of events that the chapter organizes. Attend monthly programs in person, share your thoughts through program surveys, talk with a Board member, join a book club discussion, be a mentor or mentee, volunteer for a committee or board position, etc. You will find the rewards that I have found.

As I close, I would like to say thank you one more time to the Board members that I have worked with over the past two years. They made the time enjoyable with their passion for the HR profession and our chapter, insightful discussions around HR topics, and just for being good people that I was able to build closer relationships with. The words "thank you" certainly do not do justice to the appreciation I have!

A message from your incoming President

It is with great pleasure and excitement that I begin serving as your FMHRA board President in 2023. I am thrilled to be serving on a board with 14 other community leaders that will help be a catalyst to connect our business leaders and HR professional in all areas we serve.

Each leader on our board owns a core area of focus that they will each individually lead initiatives for in 2023. It is an exciting time to be part of FMHRA, energy and innovative ideas are gaining momentum for growth within our membership but also the benefits that are provided to you, our members.

In January our board will set our strategic direction for the near future by defining our goals and objectives for the next 2 years. We will continue to look at ways to expand our support to the HR professionals by ensuring the value of our members benefits, enhancing our member satisfaction and increasing our opportunities for our membership base to network and learn from one another.

To achieve these goals, we will have to use all the strengths of not only our board leaders but our members. Building a collaborative and supportive network of HR leaders to use our collective voice to foster the business community and empower the HR professional with education of best practices and strategic leadership.

Thank you for your part in our shared vision and mission for our community and I can't wait to see what we will achieve together.



FARGO-MOORHEAD
HR
ASSOCIATION

AFFILIATE OF

SHRM
BETTER WORKPLACES
BETTER WORLD™

WELCOME NEW MEMBERS!

Lisa Aman, Roers

Jim Corbid, Fargo Public Schools

Madison Erickson, MState

Roxanne Mohs, Midland Garage Door

Emily Myrum, Brady Martz

Jordyn Seyer, Steffes Group

Julie Haeder, Fargo Parks District

Jason Hoyt, Noridian Healthcare Solutions

Arun Nayar

Andrea Aichele, Titan Machinery

Kait Myers, Minnesota State University Moorhead

Priscilla Silva, Noridian Healthcare Solutions

Carly Kalina, Procure HR

Tracy Peters, Cass County Government

Nicole Zeman, Kelly Services

Rachel Bergquist, YMCA of Cass and Clay Counties

Jill Helm, Minnesota State University Moorhead

Bailey Lindbom, Rice Companies

Heather Forboard, CCRI Inc.

Katelyn Galde, Marsh McLennan Agency

Kaylee Maendel, Student - MState

Robin Gumke, Eventide Senior Living Communities

Gretchen Resch, Ellingson Companies

Hayley Terhark, Noridian Healthcare Solutions

WELCOME INCOMING FMHRA BOARD MEMBERS

Welcome to the incoming board members for their 2-year term for 2023 and 2024.

- President-Elect: Kriss Burns
- Communications Director: Dan Gunderson

Continuing their role in 2023:

- President: Sabrina Olsen
- Past-President: Scott Wirth
- Finance Director: Erin Wagner
- Certification Director: Shelley Cummings
- Foundation Director: Brandy Miller
- Programming Director: Rachel Olson
- Technology Director: Paige Schockman
- Administrative Director: Rachel Myhre
- Legislative Director: Rebecca Brenden

- Membership Director: Molly Klein
- Professional Development Director: Stacey Bangert
- Project Director: Brett Longtin
- College Relations Director: Kriss Burns

Thank you to those exiting our board in 2023, Kacie Weber. Your professional skills have been an asset to our organization!

FMHRA SCHOLARSHIP OPPORTUNITY



We are excited to announce a \$500 scholarship opportunity for the 2022-2023 academic year. The scholarship is available to FMHRA members who are pursuing a degree (Associate, Bachelor or Master's) in Human Resources, or a Business Degree with Human Resource emphasis or concentration.

Applicants must be in good academic standing and provide evidence of declared major, emphasis or concentration in Human Resources. An unofficial transcript will be accepted. To apply, visit <https://www.fmhra.com/Scholarships/>. Application Deadline is February 28th, 2023.

YOUR FMHRA MEMBERSHIP BELONGS TO YOU!

Have you recently changed companies? Or do you have a new email address?

Remember, your FMHRA membership belongs to you. No need to create a new FMHRA profile when changes happen. Simply log into your profile and view your profile to make edits.

LEGISLATIVE ISSUES TO WATCH IN 2023



It's impossible to say exactly what's to come, but this article gives us an idea of a few things to keep an eye on.

The Family Glitch fix will impact group health plans. But will the long term impact be positive or negative? In October, the Treasury and the IRS issued final updates amending the Affordable Care Act (ACA) regulations that determine affordability for an employee's family members with regard to employer sponsored health care. These changes are effective beginning with the 2023 tax year and are intended to fix a situation known as the Family Glitch.

Will the Consolidated Appropriations Act have a significant impact? Some health care-related elements of the Consolidated Appropriations Act (CAA) go into effect at the end of 2022, while other provisions are being postponed until at least 2023. One piece to be aware of moving into 2023 relates to surprise billing reports.

Will Congress pass legislation that changes the ACA? The results of the midterm elections have the potential to change control of both the House and Senate, as well as many state legislatures. The specific power dynamics will determine both state and national legislative priorities and actions.

[Click here to access the full article!](#)

LEGISLATIVE UPDATES

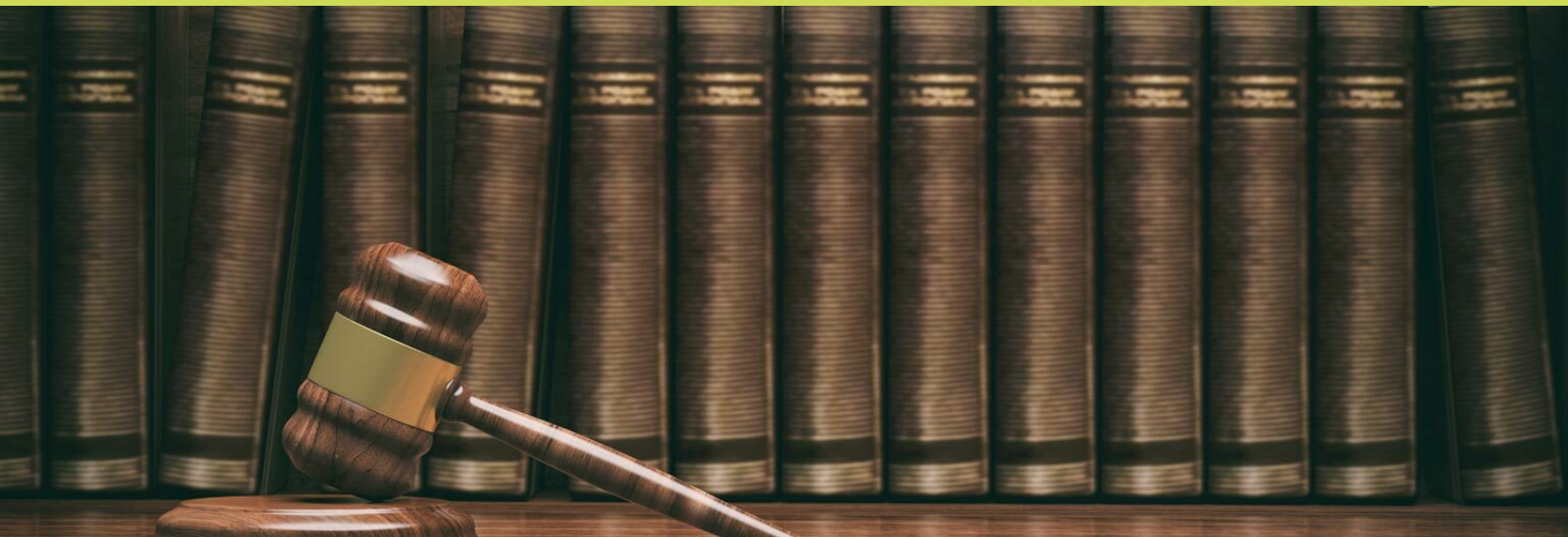
[The 5th U.S. Circuit Court of Appeals ruled on December 19th that the Federal Government cannot enforce a COVID-19 vaccine mandate on federal contractors](#)

It was found that the Biden Administration had overstepped its authority with the vaccine mandate. It is recommended that covered federal contractors and subcontractors monitor the [Safer Federal Workforce Task Force site](#) for further guidance around this issue. Click the above link to read

more from the SHRM site.

Respect for Marriage Act signed on December 13th by President Joe Biden

The Respect for Marriage Act states that the Federal Government recognizes any marriage between two individuals that is valid under state law. States can not refuse to recognize out of state marriages based on sex, race, ethnicity, or national origin. Read more about the Respect for Marriage Act [Here](#).



WHAT ARE HR LEADERS TOP



As HR leaders continue to face a historic amount of uncertainty and disruption, they will need to create new strategies to inspire and ready their workforce for the challenges and opportunities that lie ahead. Here's what HR leaders can expect in the new year and beyond:

- 1. Increased anxiety and loss of inspiration in the workplace:** To prevent increased burnout and absenteeism, and further loss of creativity, employers must reinvest in employees and their needs to reignite interest in the work they do and the people they work with.
- 2. Employee upskilling/reskilling become a necessity:** HR leaders will need to help company executives recognize where these skill gaps exist and provide a framework for upskilling and reskilling employees.
- 3. A new call for 'human' leadership:** You can't have a one-size-fits-all approach when working with and managing human beings, which is one of the reasons human leadership is lacking in the workplace and will become a priority for HR in 2023.
- 4. Continued lack of funding for learning and development:** Although L&D is now thought of as a competitive differentiator, it's still one of the first budgetary line items executives omit.

[Click here to access the full article!](#)

CERTIFICATION CENTRAL

You put the time, money, and effort in and you successfully earned your SHRM-CP or SHRM-SCP, and you suddenly realize that your first 3-year cycle is coming to an end; you are due for renewal in five short weeks! When you check your transcript, you see that you're 10 PDCs short of the required 60 for renewal. There's a monthly chapter meeting with an educational session next week, and a Food For Thought session in two weeks, but what are you going to do about the rest? There aren't any conferences, and you don't have time to buy and read books or take a course, and you don't really have the money budgeted right now for something like that anyway.....Help!

Well, if you're a SHRM member, I have just the answer you need! SHRM maintains a large library of 1-hour webcasts that you can watch/listen to on-demand for FREE and earn PDCs on your own schedule. Visit the link below to find upcoming webcasts, new on-demand webcasts and groups of Special Focus webcasts. In addition, there are scores of webcasts listed by topic, so you're sure to find something that will not only earn you PDCs but will feed your passion for learning as well. Watch one over your lunch hour or on a rainy Saturday morning. Take advantage of that SHRM membership and earn yourself some free PDCs quickly and conveniently on your own schedule, choosing the topics that interest you most! You worked hard for that certification, don't let it lapse!

[Click here to learn more](#)

If you have any questions about certification or re-certification, please contact the Certification Director, Shelley Cummings, at

UPCOMING EVENTS

FEBRUARY 7TH

Monthly Meeting: *It's Not ALL About Gen Z (It's Actually About You!)* presented by Heather Ostrowski

11:50 - 1:00 pm, virtual or in-person @ the Avalon

How we show up for each other personally and professionally starts with us. This session will deliver a deeper understanding of generations, how the years have shaped us (including 2020,) and what it might mean for us and our overall success. [Register here.](#)

LOCAL EVENTS

JANUARY 24TH

FMWF Chamber Event:
Women Connect: Cultivating Joy in Yourself and Others

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

[Click here for more information](#)

SEPTEMBER MEETING MINUTES

SEPTEMBER 15TH, 2022 @ 11:30 AM

Present: Scott Wirth, Rachel Myhre, Erin Wagner, Shelley Cummings, Stacey Bangert, Sabrina Olsen, Mitch Pribula, Paige Shockman, Brandy Miller, Molly Klein, Becca Brenden, Kacie Weber

Absent: Brett Longtin, Kriss Burns, Rachel Olson

Motion made to approve August 2022 meeting minutes made by Paige Shockman, Seconded by Shelley Cummings. Approved by All

Motion to approve August 2022 financials made by Brandy Miller, seconded by Stacey Bangert,. Approved by All

President's report

ND SHRM

- Conference next week
 - Still availability for volunteers to be room monitors or help with the minute to win it games

Board volunteer recruitment

- Two emails have gone out for board recruitment
- Might have to set up additional informational meetings

Programming Update

- Upcoming programs (Rachel O)
- Still working with speakers on some finalized proposals
- Event postings will be out soon

Administrative Director

- Reminder we have a minimum food and beverage order at the Avalon - Please invite more to attend in-person

Certification Director

- First Prep class start tonight
- No one applied for the scholarship for the prep class

College Relations Director

- Has met with NDSU students and will be meeting with MSUM regarding the Oct. 4th college day

Communications Director

- Newsletter for Q3 is in the works
- Will have communication for the November all day conference

Finance Director

- Gift card for the membership referral - checking on Visa fees
- Changing to using Amazon gift card - FMHRA Board members with debit cards will have to

order the gift cards

- FMRHA Financials through 8/31/2022: We had a net loss of **-\$4,255.97** for August and here is a summary of our main income and expenses for the month

Income:

- Membership Revenue
- Guest Fees
- Certification Prep Class Registration
- Disrupt HR Sponsorship (reference only)

Expenses:

- Credit Card Processing Fees
- ND State Conference Registrations
- Certification Prep Class Materials
- July & August Avalon Fees

Professional Development Director

- Email out to group on Mentorship Program - Enrollment Forms
- The guidelines will be added to the website and the enrollment form
- Have the sign-ups be ongoing or for a set of time
 - Set amount of time

Technology Director

- Accessing SharePoint - We can share with others via link but we don't share access to everything
- Communicating our new email address to our members

Workforce Readiness Director

- Still sending out Job Openings

President Elect

- Willing to help out where needed

Next meeting date: November 10th (virtual)

Adjournment 11:55 a.m.

FMRHA BOARD MEMBERS



SABRINA OLSEN
SHRM-CP

President
Alliance Management
Group



SCOTT WIRTH
SHRM-SCP, SPHR

Past-President
Roers



ERIN WAGNER
SHRM-CP, PHR

Finance Director
Midland Garage Door



RACHEL MYHRE
SHRM-CP

Administrative Director
Widmer Roel



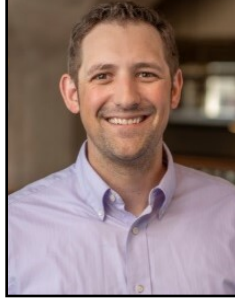
SHELLEY CUMMINGS
SHRM-CP, PHR, GBA

Certification Director
Cash-Wa Distributing



KRISS BURNS
MBA

College Relations
Director/President-Elect
PRO Resources



DANG ANDERSON

Communications Director
Marsh McLennan Agency



BRANDY MILLER
SHRM-CP,

Foundation Director
Bell Bank



REBECCA OIE
MBA, PHR, SPHR,
SHRM-SCP

Legislative Director
Eide Bailly, LLP



MOLLY KLEIN
SHRM-CP

Membership Director
Dakota Supply Group



RACHEL OLSON
SHRM-CP

Programming Director
Razor Consulting



STACEY BANGERT
SHRM-CP

Professional Development
Director
Bell Bank



BRETT LONGTIN
MBA, CPA

Project Director
Payroll Professionals, Inc.



PAIGESHOCKMAN
GBA

Technology Director
Calibrate Wealth Partners



MITCH PRIBULA

Workforce Readiness Director
Aerotek

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).