

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 FMHRA members,

As we say goodbye to another eventful year, let us reflect on the wins our association achieved in 2023. It has been a year filled with growth, strategy, and fun. This will not only catapult us into the new year but also set us up for success for years to come.

Listed below are some pivotal highlights for FMHRA in 2023:

- **Achieved the SHAPE award.**
- **Granted the SHRM Platinum Excel Award**
- **Increased our membership with new people, new industries, and new positions.**
- **Released our Membership Referral Program**
- **Added our Peer Mentoring Groups as an additional program.**
- **Continued to deliver our high passing rate SHRM Certification Class**

Our achievements are something we all should celebrate as we continue to find new and innovative ways to meet our mission of to use our collective voice to engage the business community and empower HR professionals with education of best practices and strategic leadership.

Looking ahead, the coming year holds many possibilities of opportunities to connect, learn and network with each other. We as your FMHRA board are excited to approach the future with enthusiasm, perseverance, and an unwavering commitment to our shared goals.

We are leaving 2023 with great appreciation for each and every one of you. Your support and dedication to FMHRA has made many of our wins possible.

We are excited for this new year and the opportunities and promise of even greater wins and achievements in 2024.

Sabrina Olsen, FMHRA President

HAPPY NEW YEAR!

WELCOME NEW MEMBERS!

Mallory Donlin, Titan Machinery Inc.

Mathan Ennen, Appareo Systems

Brooke Fleming, Border States

Andrew Kuechle, PRx Performance

Evan McGauvran, ShareHouse

Johnna Moberg, Concorida College

Barb Shipley, Great Plains Transport, Inc.

Curtis Sullivan, FMWF Chamber

Lizzie Anderson, BCBS of ND

Mayse Krause, Campbell Properties

Michelle Colvert, City of Moorhead

Jessica Jackson, Bremer Bank

Dana Johnson, City of Moorhead

Beth Kane, TrueNorth Steel

Julia Quam, Border States

Haley Verkuehlen, Midwest Staffing Group

Erica Schmidt, ND Department of Health

Kyley Bauers, Eventide

McKenzie Cargile, OK Tire

Kia Herron, BCBS of ND

Janai Seley, Bemidji State University

Abby Westrum, Red River Commodities

WHAT'S AHEAD IN 2024? HR LEADERS, OTHER EXPERTS SHARE PREDICTIONS



From shrm.org - The way organizations operate—including training initiatives, the ongoing debate over the return to the office, and approaches to hiring—is rapidly changing. Workplace experts shared the following predictions with *SHRM Online* on what they think is ahead for 2024.

Skills-Based Hiring

"2024 is all about opening the aperture for talent. My prediction—and hope—is that 2024 is the year when organizations make skills-based hiring and internal talent mobility a reality for their workforce. It's time to help eliminate bias from talent in terms of who should do what job and why. The way to do that is to ensure external hires aren't prioritized over internal talent mobility and that hiring focuses on the skills people have."

—Susan Tohyama, CHRO of Minneapolis-based Ceridian, a human capital management technology company

"While technology equips individuals with job-specific skills, we can expect to see a notable shift placing a heightened emphasis on soft skills like resilience, creativity and communication, as these are skills AI cannot replace. With these hiring processes and landscape evolving, HR professionals will find that adaptability and human-centric skills become increasingly crucial in navigating these shifts and will be key for best hiring practices."

—Anthony Knierim, managing director, Americas, at Boston-based Reward Gateway

Investing in Training

"2023 started to address the skill gaps that companies were seeing as a result of three years of remote/hybrid/disrupted working. In 2024, companies will need to improve this investment to build the manager pipelines of the future. The realities that most people are facing at work today are really challenging—uncertainty on in-office requirements, changing resource levels at work (often declining), [and] increased expectations for performance against a volatile macroeconomic environment and ominous geopolitical landscape."

—Melanie Steinbach, chief people officer at MasterClass on Employee Development, headquartered in San Francisco

Learning and Development (L&D)

"Continuous and lifelong learning will become even more important with the fast pace of technological advancements. ... Learning as a social activity, through peer interactions, mentoring and collaborative projects, will continue to be a key trend. It fosters communication, teamwork and problem-solving skills."

To read the rest of the article, [click here!](#)

FIVE QUESTIONS FOR HR

Five Questions for HR is here to start the new year! 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.

This quarter, we will get to know Kriss Burns, current President Elect for FMRHA. Kriss currently works as a HR Business Consultant for PRO Resources

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

I started out in retail and was a District Manager for Vanity. During the 12 years I was there, I opened 19 stores in 5 states, and did all the interviewing, hiring, onboarding and training for the new stores. With those transferable skills, that opened the door for me to get into the staffing and recruiting world. I also spent 6 years working for the state at Job Service North Dakota in Business Services. In 2012, I received my MBA with an emphasis in Human Resources. Today, I am an HR Business Consultant for PRO Resources, where I have been since 2017 and teach HR Management at the University of Mary.

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

I love building relationships with our clients, problem solving and working together as a team.

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

Staying up to date with the new HR trends, differentiating our HR services, understanding our industry-specific regulations and adapting to client diversity. At PRO Resources, we provide a high level of customer service to so many clients in many different industries. I also look at these challenges as opportunities for growth, learning and making a positive impact on our client organizations with a customer-centric approach.

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

HR is a very dynamic field that requires professionals to stay up to date with new laws, regulations and trends. I enjoy the continuous learning and the opportunity to enhance my professional growth by attending workshops, conferences and teaching HR to both undergraduates and graduate level students. I work with some of the finest people in HR and they keep me up-to-date too!

5. You seem to be everywhere all at once! 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?

Well, I am currently an "empty nester" so my schedule allows me more time now. I am also in Rotary, and our motto is Service Above Self, and that energizes me when I can give back. Plus, at PRO Resources we also believe in supporting our clients, and we work with many nonprofits, so I enjoy attending their events, and volunteering with them as well. I also truly believe in the concept of the "givers gain" as it refers to the idea that when individuals or businesses give without expecting immediate return, they ultimately benefit in the long run. It is based on the principle that by helping others and contributing to their success, we create a positive network of relationships and opportunities that can lead to personal and professional growth. The givers gain philosophy suggests that by being generous, supportive, and providing value to others, we can build trust, establish strong connections, and ultimately reap the rewards of collaboration, reciprocity, and mutual success. I truly believe in that, and that helps me stay focused in my role.



UPCOMING EVENTS

JANUARY 18TH

Food For Thought: *New Minnesota Laws are now in force. Are you ready?* presented by Ashley Drewes of PRO Resources

8:30 am - 9:30 am virtually

Several new and updated Minnesota laws that have been passed in the last 6 months. This program will provide information to ensure your company is in compliance and practicing what the new laws require. [Register here!](#)

JANUARY 22ND

Book Club: *Essentialism: The Disciplined Pursuit of Less* by Greg McKeown

7:00 - 8:00 p.m. MacKenzie River Pizza, Grill & Pub

Essentialism is more than a time-management strategy or a productivity technique. It is a systematic discipline for discerning what is absolutely essential, then eliminating everything that is not, so we can make the highest possible contribution toward the things that really matter.

If you're interested in joining the book club, [Register here!](#)

FEBRUARY 6TH

Monthly Meeting: *Responsible AI in 2024* by Rob Ashe of Avande

11:50 a.m. - 1 p.m., Avalon Events Center or virtually

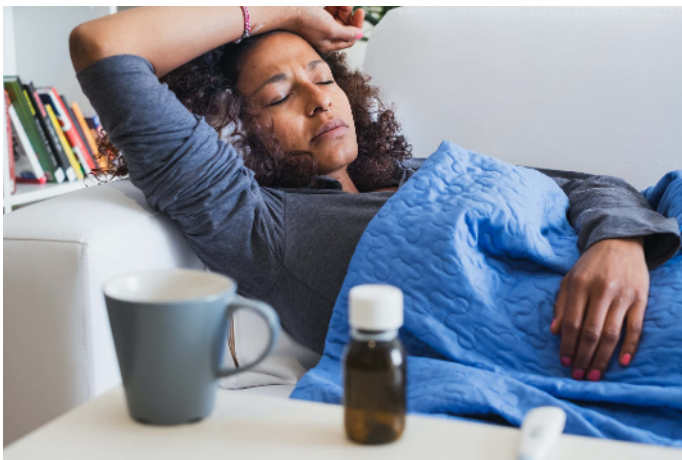
To view full details and register, visit the event page [here!](#)

LEGISLATIVE UPDATES

- Minnesota prohibits discrimination based on gender identity effective January 1st
- Minnesota prohibits employers from requiring applicants to disclose their salary history effective January 1st
- Minnesota earned Sick & Safe Time law went in to effect January 1st



For full details, visit our [Legislative Updates Web Page](#).



MINNESOTA EARNED SICK & SAFE TIME

From the Minnesota Department of Labor - Effective Jan. 1, 2024, Minnesota's earned sick and safe time law requires employers to provide paid leave to employees who work in the state.

Sick and safe time is paid leave employers must provide to employees in Minnesota that can be used for certain reasons, including when an employee is sick, to care for a sick family member or to seek assistance if an employee or their family member has experienced domestic abuse, sexual assault or stalking.

An employee is eligible for sick and safe time if they:

- work at least 80 hours in a year for an employer in Minnesota; and
- are not an independent contractor.

[Head to this link for more information & a guide to Minnesota's new Sick & Safe Leave Law.](#)

CERTIFICATION CENTRAL

So You Want to Read a Book for Credit...

One of the easiest ways to earn recertification credits is to read an approved HR book and write an essay. There are currently 175 titles that SHRM has approved for credit. One of the best things about reading for credit is that YOU get to choose what you're learning about. Employee engagement your passion? There's a book (or 4) for that. Workplace safety important to you? Bullying and harassment topics you really need to learn about? Managing difficult people got you stymied? These are just a few of the topics that are available in the Read-for-Recertification Credit Program.

The basic program is simple. Choose a qualified book. Once you've read the book, write an essay of 500-700 words (this is about one page) which answers the question "What lessons have you learned by reading this book and how will you apply them in your work?" Submit your essay. SHRM will review the essay and check it for length and whether it answered the question. Once accepted, your recertification transcript is automatically updated. You've just earned 3 credits!

Do you have to buy the book from SHRM? No you don't. If you want to buy it, you can do that anywhere you find it for sale. You can borrow it from a friend. You can listen to it as an audio book. Check for it at the library. FMHRA Book Club is also a great source for obtaining books for credit. For everything you need to know about how the program works and submitting your essay, follow this link for the Read for Recertification Credit How-To Guide:

[How To Guide](#)

SEPTEMBER MEETING MINUTES

SEPTEMBER 21ST, 2023 @ 11:30 AM

Attendees -Scott Wirth, Sabrina Olsen, Erin Wagner, Paige Shockman, Mitch Pribula, Becca Brenden, Daniel Gunderson, Kevin Cronen, Molly Klein, Brandy Miller

Absent – Kriss Burns, Rachel Myhre, Brett Longtin, Stacey Bangert, Shelly Cummings

Meeting called to order 11:35 a.m.

Consent Items

- Skip voting for financial and meeting minutes due to not having a quorum at beginning of meeting, this was done at end of meeting instead.

- Sabrina calls meeting to order

- Paige makes motion to approve board meeting minutes- Kevin second approved board meeting minutes, motion approved by all.

- Review Consent Agenda Topics

- Finance - No corrections or comments

- Paige makes motion to approve Financial, Dan Second motion, motion approved by all.

Items for Discussion:

President's Report

SHRM State Conference recap –2024 Grand Forks - Alerus Center Monday Sept 16 – Wednesday Sept 18

Registration is Open now.

October 26th -27th – NDSHRM State Council – all board members are invited

Everyone who is returning to a position on the board next year is invited to this.

If you can make it, let Sabrina know.

State Conference feedback:

- Feedback was to not start as early for a beginning time.

- The rooms on the first day were a little warm

- Usually you could catch a topic another day if it was missed the first time presented, this wasn't an option this time.

- Social hour: like it better when vendors are also there

- Curious to see how much money was raised with the silent auction with the different style of bidding up with items. - Sabrina believes it was more raised this year.

- Curious about gives smart app that is through SHRM and is free to use

- Next year in Grand Forks at Alerus center- registration is open right now. Interested to know how attendance will differ being in Grand Forks versus Fargo and Bismarck. Tickets are the cheapest now that they will ever be for this conference. It is hard to cancel, but not terrible to transfer registration if necessary.

Old Business

2023 Goals

1. Increasing our followers to 700 –Engagement of our Volunteer board members (re-sharing events) -Dan
 - a. More notifications and more posts are coming up consistently.
 - b. 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. Followers are increasing!
 - c. Everyone should keep resharing posts to increase views and traction. You can also request other HR individuals to follow the page.
 - d. Dan States we are currently at 683 followers!
2. Create a networking committee and provide the definition of success –Paige.
 - a. Most likely will not happen this year due to capacity.
3. Update each job description – Sabrina / Brett
 - a. Brett will review all job descriptions except for President, Past President, and President Elect- Sabrina will review those.
 - b. Still needs to be done for some job descriptions- everyone should be reviewing theirs.
4. Create a sub-committee that focuses on recruitment –Kriss, Scott, Sabrina
5. Membership Goal- increasing for both new members and retaining members-Scott brought this up.
 - a. We need to report how we did towards the goals that were sent earlier this year to the state.
 - b. Action item of what we did to get new members and retain current

SEPTEMBER MEETING MINUTES (CONTINUED)

- c. Initiative has to be membership related to qualify for even bronze for excel award.
 - i. At large member campaign- do before end of year
 - ii. Dan did a great email campaign on benefits of being FMHRA member

Foundation – Brandy

- SHRM Foundation Donation
 - Needs to be done by end of year.
 - Two aspects: our campaign to raise money and then donation on behalf the board. 5

New Business

Programming - Kevin

- October
 - Monthly – College Relations Event
 - FFT – Sarah Kenz: On the edge of discovery
- November
 - Monthly / Conference – Pending
 - Matt just needs to give a price yet. Almost done working it out.
 - FFT – Ann R: Affirmative Action / EEO
- December
 - Monthly – Eric Newel: Creating a frustration free workplace.
 - FFT – None
- Currently working on 2024. Kevin states overall we are sitting pretty good!
- Currently at 5 people on the programming committee
- Scott will be reaching out to Vogel for January 2024.
- FFT possible topic- supporting your team through infertility. · Guest Fees

Technology - Paige

- Livewire streamlining – possible solutions & brainstorming
- Technology issues – what's happening & how to fix/prevent them moving forward
 - Back in June Paige talked with Kent and Shelby- they ran into issues with

Sharepoint. Paige still stands by making the switch to Sharepoint.

- Kent gave two first step options:
 - 1) Get another email address that is used by the livewire team. \$6 per month per email address to do this.
 - 2) Go back to using Google Drive. Would be another transition piece for when Board Members change.
- Erin makes motion to get live wire email address- Dan seconded, motion was approved by all, motion passed.
- Kevin would like to build a programming committee group for the committee.

Professional Development - Stacey

- September - month #2 of 4 for Peer Mentoring groups
- Planning next Book Club for January 2024

Certification - Shelly

- 5 Participants are registered and paid so far for the fall session
- State Conference is worth almost 14 credit this year
- October Monthly Meeting - “College Day” What is the intent of this session? How can we make it creditable? Does it need to be or are we focused on the students & bringing them into the profession?

2024 Board Recruitment & Elections - Sabrina

- Reviewed the names that came through for the volunteer applications.
- Send out Ballot in survey monkey
 - Open on 10/04-10/12
 - Talk about the voting on the 10/10 at meeting
 - Publicly announce the new board members in November
- Reserve tentatively extra rooms for Grand Forks NDSHRM State Council in case new board members can go.

Programing for January will be moved to January 9th instead of the 2nd.

Adjourn at 12:45pm

OCTOBER MEETING MINUTES

OCTOBER 19TH, 2023 @ 11:30 AM

Attendees - Sabrina Olsen, Kriss Burns, Erin Wagner, Paige Shockman, Becca Brenden, Kevin Cronen, Rachel Myhre, Shelly Cummings, Stacey Bangert

Absent – Scott Wirth, Brett Longtin, Mitch Pribula, Dan Gunderson, Molly Klein, Brandy Miller

Meeting called to order 11:37 a.m.

Consent Items

- Motion to approve the Sept. 2023 meeting minutes by Stacey & seconded by Kriss
 - Motion as approved by all
- Motion approve September financials made by Kevin Cronen and seconded by Shelly Cummings
 - Motion approved by all

Items for Discussion:

President's Report

- October 26th -27th – NDSHRM State Council – all board members are invited
- Will invite the new board members as well as invite them to our next FMHRA board meeting in November

Old Business

2023 Goals

1. Increasing our followers to 700 –Engagement of our Volunteer board members (re-sharing events) -Dan
2. Create a networking committee and provide the definition of success –Paige.
3. Update each job description – Sabrina / Brett
4. Create a sub-committee that focuses on recruitment –Kriss, Scott, Sabrina
5. Membership Goal- increasing for both new members and retaining members-
 - a. We need to report how we did towards the goals that were sent earlier this year to the state.
 - b. Action item of what we did to get new members and retain current
 - c. Initiative has to be membership related to qualify for even bronze for excel award.
 - i. At large member campaign- do before end of year
 - ii. Dan did a great email campaign on benefits of being FMHRA member

New Business

Programming - Kevin

- All events for 2023 are confirmed
- Speaker Proposals
 - Social media posts have started (Dan)
 - Board members - Please share to your social media
 - Specific emails – Determining list w/ Prg Comm
- M State Partnership – Developing a survey to gauge interest, topic and session timing
- **2024 Programming Dates:**
 - Tuesday, January ~~2nd~~ 9th, 11:30-1:30
 - Tuesday, February 6th, 11:50-1:00
 - Tuesday, March 5th, 11:50-1:00
 - Tuesday, April ~~2nd~~ or 9th, 8:30-3:30
 - Tuesday, May 7th, 11:50-1:00
 - No June Meeting because of Nation Conference
 - Tuesday, July ~~2nd~~ or 9th, 11:50-1:00
 - Tuesday, August 6th, 11:50-1:00
 - Tuesday, September ~~3rd~~ or 10th, 11:50-1:00
 - Tuesday, October ~~1st~~ or 8th Depending on BCBS Well Summit , 11:50-1:00
 - Tuesday, November 5th, 8:30-3:30
 - Tuesday, December 3rd, 11:50-1:00
- **Dates above were approved by all for 2024**
- **Programming Roles and Responsibilities – Sabrina/Kevin/Programming Committee**
 - Kevin will be creating job description for different role within the programming committee

Professional Development - Stacey

- Month 3 of the peer mentoring groups - November is the final month of this round
- Next book club will be in January and Sarah will be assisting

Certification - Shelley

- The fall certification class is going well with Paula as the instructor

2024 Board Recruitment and Elections - Sabrina

- Sabrina ran through the list of who was elected for the different board positions
- Sabrina will be sending out a Doodle poll for the Nov welcoming new board member and December board dinner out
- Send out notices to those that didn't get elected and see if they have interest in other roles

OCTOBER MEETING MINUTES (CONTINUED)

Technology - Paige

- Auto-reply has been added to the contact us inbox
- Cyber liability insurance – additional research is taking place, but we may not need it

Motion to adjourn was made by Paige and seconded by Stacey

Motion was approved by all

Adjourn at 12:40 p.m.

NOVEMBER MEETING MINUTES

NOVEMBER 13TH, 2023 @ 11:30 AM

Attendees - Sabrina Olsen, Kriss Burns, Erin Wagner, Paige Shockman, Kevin Cronen, Rachel Myhre, Shelley Cummings, Stacey Bangert, Scott Wirth, Mitch Pribula, Dan Gunderson, Molly Klein, Brandy Miller

Absent – Brett Longtin, Becca Brenden

Meeting called to order 11:48 a.m.

Consent Items

- Motion to approve financials as presented
- Motion made by Paige and seconded by Kevin
- Motion approved by all

President's Report

- NDSHRM Leadership Meeting Recap – virtual meeting
 - The State would like more exposure and knowledge sharing of who the state board is and what they do.
 - We believe the state will be at our February...have them get up and speak
 - Scott's goals as the state workforce readiness state director – plans to have a forum with all partners
 - September 16-17-18, 2024 – State conference in Grand Forks, ND
 - One idea – have a shuttle to Grand Forks to the state conference
 - For 2026 ask convention to be in Fargo

Old Business

2023 Goals

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4. Create a sub-committee that focuses on recruitment –Kriss, Scott, Sabrina
5. Membership Goal- increasing for both new members and retaining members-
 - a. Initiative has to be membership related to qualify for even bronze for excel award
 - i. At large member campaign - do before end of the year

New Business

Programming - Kevin

- Need more proposals for 2024 speakers
- Will share what certain topics we are still looking for speakers on
- Updated the programing committee job descriptions 5-6 committee members
- Ideas shared on new members for the programming committee
- On-boarding for the committee and learning the ins and outs of the role

Professional Development - Stacey

- **Peer Mentoring Group** – were in the last month; program ends 11/30. Need help with survey.
 - Paige and Kyle will help Stacey with the survey
- **Book Club** – Next Meeting is January 22, 2024. Registration is open.
 - Book: *Essentialism: The Disciplined Pursuit of the Less*, By: Greg Keown

Certification - Shelley

- Prep Class still going well
 - Paula is enjoying teaching
- Approved Provider status renewed for 2024
 - Has instant approval for credits

Foundation - Brandy

- December meeting – do half the pot for the SHRM Foundation donation
- Dan will push out a 50/50 raffle email

NOVEMBER MEETING MINUTES (CONTINUED)

Partnership with FM EDC update from Kriss

- Survey to our members on the state of work in our region for recruitment and retention
- We will get full data from the survey to share with our members

Technology Director – Paige

- Solutions for the Livewire password issues
- Sharing the details of the meeting with Livewire the week prior

Non-profit of the month

- Dan will ask for food donations
- Giving tree
- Food bank

Motion to adjourn was made by Kevin and seconded by Scott

Motion was approved by all

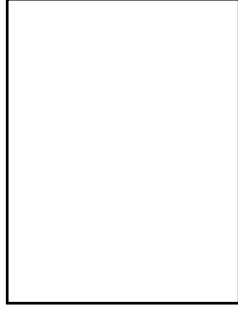
Adjourn at 12:57 p.m.

FMRHA BOARD MEMBERS



SABRINA OLSEN
SHRM-CP

President
Alliance Management
Group



SCOTT WIRTH
SHRM-SCP, SPHR

Past-President
Roers



KRISS BURNS
MBA

President-Elect
PRO Resources



RACHEL MYHRE
SHRM-CP

Administrative Director
Widmer Roel



SHELLEY CUMMINGS
SHRM-CP, PHR, GBA

Certification Director
Cash-Wa Distributing



JILL WEGNER
SHRM-CP, M.ED.

College Relations
Concordia College



DANGUNDERSON

Communications Director
Marsh McLennan Agency



ERIN WAGNER
SHRM-CP, PHR

Finance Director
Midland Garage Door



BRANDY MILLER
SHRM-CP,

Foundation Director
Doosan Bobcat



SAM LOWER
SHRM, CP

Legislative Director
Marsh McLennan Agency



MOLLY KLEIN
SHRM-CP

Membership Director
Dakota Supply Group



KEVIN CRONEN
SHRM-CP

Director of Programming
ND Office of
Management & Budget



STACEY BANGERT
SHRM-CP

Professional Development
Director
Bell Bank



KARA ANDERSON
SHRM-CP

Project Director
BCBS of ND



KYLE SORBY

Technology Director
Vimly



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).