

## MESSAGE from the President

Greetings all NHRA Members! We are winding down on the last quarter of 2006. It has been great to see NHRA members at this year's meetings and events, and also to see guests and new members joining NHRA. Growth is an important part of our organization, because it is the members that make this organization great! Please invite a co-worker, colleague or a friend to attend one of our meetings.

We still have lots of great programming coming up. Our Fall Workshop is "Building a Happy, Healthy and Productive Workforce". Pattie Sauer speaking on "Creating a Positive, Upbeat, Can-Do Workforce", which in turn helps reduce turnover. Tim Ollhoff from Lifeworks EAP will speak on "Dealing with Interpersonal Idiosyncrasies in the Workplace", to help you understand interpersonal relationships and help increase productivity of your staff. Finally, Blue Cross Blue Shield will be presenting on the "Do Campaign", and all attendees will receive a "Do Packet" to bring back to your workforce. Please look for the enrollment form in this newsletter. Reserve your spot today.

Another terrific upcoming event is the MN SHRM State Conference in St. Cloud, MN. This is a great opportunity to get the latest information and trends in HR. It is huge and we are very lucky to have such a fantastic offering in Minnesota. Please read more in this newsletter, or visit <http://www.mnshrm.com/>.

I am also pleased to report that we have two new Board members, Sandy Shea from SMDC, and Wayne Lindberg from Louisiana Pacific. Both are dedicated HR professionals and will be an excellent addition to the NHRA Board. Jim Laumeyer will also be returning as President-Elect for 2007. We will be having an election in November to elect the following


officers: President, President-Elect, Secretary and Treasurer. We will also have an educational presentation.

Thank you members for helping make NHRA a great organization! I look forward to seeing you at one of our meetings. All meetings are held on the second Tuesday of the month at the Holiday Inn, downtown Duluth.

You may also contact me at [info@northlandhra.org](mailto:info@northlandhra.org).

Sincerely,  
**Patricia Stolee,**  
**NHRA President 2006**  
[www.northlandhra.org](http://www.northlandhra.org)



AFFILIATE OF  NHRA is an affiliate of the National Society for Human Resource Management, and your membership with NHRA connects you to one of the largest professional organizations in the world! Visit [www.shrm.org](http://www.shrm.org) to find out more about the benefits of SHRM membership.

## MEMBERSHIP Update

NHRA is please to announce the following new members:

**Betsy Merritt Harmon**, Job Services Manager  
Minnesota Workforce Center Duluth

**Heather Turcotte**, Human Resources Representative,  
Bernick's

**Sandy Shea**, Employment Supervisor, SMDC

**Marisa Hoogennaker**, Compliance Specialist, SMDC

**Sandy O'Leary**, Workforce Development, SMDC

**Lynne McDonald**, Payroll and HR Director, Valley  
Cartage & Warehousing

**Debbie Nadeau**, Regional Sr. Human Resources Rep,  
FedEx

**Welcome new members!**

## CALENDAR of Events

### **Tue, September 12, 2006**

08:00 AM NHRA Fall Workshop "Building a Happy, Healthy and Productive Workforce" Workshop is from 8:30 am to 12:30 pm and includes lunch!

### **Thu, September 21, 2006**

12:00 PM NHRA Board Meets

### **Tue, October 10, 2006**

11:30 AM NHRA Monthly Educational Meeting

### **Sun, Mon, Tue, Oct. 15-17, 2006**

MN SHRM State Conference, St. Cloud Civic Center, St. Cloud, MN

### **Thu, October 19, 2006**

12:00 PM NHRA Board Meets

### **Tue, November 14, 2006**

11:30 AM NHRA Monthly Educational Meeting and Election

### **Thu, November 16,, 2006**

12:00 PM NHRA Board Meets

### **Tue, December 12, 2006**

11:30 AM NHRA Monthly Educational Meeting. Topic: How Military Deployment Affects the Workplace and Family

## GOLF FUNDRAISER Update

The NHRA Golf Outing was held on Monday, July 17, 2006. It was a hot sunny day at the Proctor Golf Course. It was a fun time, and we raised \$165.00 for Soar Career Solutions.

There were twenty two NHRA participants (six teams), in a nine hole event/ team scramble. Winning team and Defending Champs were Judy Rugg, Mark Pendleton, Penny Youngberg, and Steve Korby. Second place was the UMD All Star team of Linda Olcott, John King, Doug McKercher, and Kathy Chalupsky. Most honest team (and the Fish trophies) was Tess Dandrea, Steve Wagner, Lauri Pinther, and Wayne Lindberg. Long Drive Men was Steve Wagner of Lake Superior College. Long Drive

Women was Judy Rugg of Labovitz Enterprises. Long Putt was Pattie Sauer.

Some other notable happenings: Judy Rugg got the first "natural" birdie of her life on Hole #8 (her team used her drive, approach shot to the green, and her putt), Molly Haugan had a bruised thigh that she attributed to an errant shot by straight hitter Steve Korby, (she almost got hit by another shot on the same hole), ...the most popular person on the course was the beer cart driver—a fun time was had by all (even by Molly).

Thanks to NHRA members that volunteered to help, and thanks to the businesses that donated items for the raffle.

## CERTIFICATION Update

The following NHRA members recently earned certification as a Senior Professional in Human Resources (SPHR) and/or Professional in Human Resources (PHR).

**Pam Grover, PHR** – Vice President, Human Resources, Members Cooperative Credit Union

**Molly Haugen, SPHR** – HR Manager, Ikonics Corporation

**Kim Burke, SPHR** – HR Director, Five Star Assisted Living Services

These certifications are awarded by the Human Resource Certification Institute (HRCI). Passing members receive a frame from NHRA for their certificate. The test is rigorous and passing shows true dedication and demonstrates extensive knowledge in the field of HR.

## Congratulations!

### Financial Report As of July 31, 2006

Checking	2,232.45
Savings	24,216.55
Savings Certificate	6,055.69
Pay Pal	4,193.01
Accounts Receivable	<u>240.00</u>
Total Assets:	\$36,937.70



# 2006 Minnesota SHRM State Conference

Mark your calendar for October 15-17, 2006 for the 2006 Minnesota SHRM State Conference. The conference is being held at the St. Cloud Civic Center in St. Cloud MN.

This year's conference is bigger and better than ever, setting a new standard by bringing you more outstanding programs and greater resources at the same great value. It's all here; nationally known authors, certified professional speakers, outstanding programs, a variety of resources, book signings, entertainment, and most of all; it's a value at the early bird price of \$249.00.

The featured speakers at this year's event include **Terri Kabachnick**, author of the best-selling book *I Quit But Forgot to Tell You*, who touches on "perfecting the human side of business;" **Eric Chester** will introduce you to the invasion of "Generation

Why" and the effect these 18-24 year olds have in our companies; **Dianna Booher** presents on strategies to build credibility as a communicator; **Peter De Jager**, how we embrace "Change" in the work environment, plus much more!

The **HR Marketplace** returns for its second year. It's a great opportunity to visit with vendors representing the resources you need to be more successful! And just for laughs, stand-up comedienne **Maxine Jeffris**, a three time Tonight Show guest, will entertain you as part of our Monday evening social.

*You won't want to miss this event!*

Visit <http://www.mnshrm.com/>  
and sign-up today!

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## KIM BURKE

### CURRENT POSITION / PROFESSION:

Kim Burke is currently the Human Resources Director at Five Star Assisted Living Services. She started her HR career in 1987 in Minneapolis at a large law firm in the IDS building called Lindquist & Vennum. Prior to joining Five Star Assisted Living Services, she worked in the HR department at ALLETE.

### REWARDS:

Kim recently obtained her SPHR Certification.

### UPCOMING EVENTS:

Attending SHRM Leadership Conference in November in Washington, DC and NHRA President – 2007.

### HOBBIES:

Gardening, snowshoeing, camping, curling, and golf.

### MY CONTACT INFORMATION:

11 East Superior Street, Suite 500,  
Duluth, MN 55802 – 218-623-2317



## Member Spotlight



P.O. Box 16336  
Duluth, MN 55816

### NHRA 2006 BOARD OF DIRECTORS

- Patricia Stolee, President
- Cliff Tanner, Past President
- Kim Burke, *President-Elect and VP of Administration*
- Bonnie Ratajek, *VP Finance*
- Roxanne Adamczak, *VP Membership*
- Bryan French, *Director of Programs/Education*
- Tony Orman, *Asst. Director of Programs/Education*
- Jennifer Mencl, *Director of College Relations*
- Jannifer David, *Director of Professional Certification*
- Tracy Larsen, *Director of Marketing*
- Missy Kuhlmeier, *Director of Community Relations*
- Kathryn Koch, *Asst. VP of Finance*
- Sandy Danmeier, *Asst. VP of Administration*

*Board Members at Large:*

- Kathy Chalupsky
- Steve Korby
- Wayne Lindberg
- Sandy Shea



## NHRA Fall Workshop Tuesday, September 12, 2006

### “Building a Happy, Healthy and Productive Workforce”

- 8:00-8:30 Registration Holiday Inn,  
Downtown Duluth
- 8:30-9:30 Creating a Positive, Upbeat,  
Can-Do Workforce.
- 9:45-10:45 Interpersonal Skills for a  
Productive Workforce
- 11:00-12:00 Blue Cross Blue Shield “The Do  
Campaign”  
Pick up your Do Packet free!
- 12:00-1:00 Lunch

The cost is only **\$35.00** and includes lunch! Pay on-line [www.northlandhra.org](http://www.northlandhra.org), or send check to Northland Human Resource Association, P.O. Box 16336, Duluth, MN 55806

#### NHRA Fall Workshop Enrollment Form

Name(s) \_\_\_\_\_  
 \_\_\_\_\_  
 Job title \_\_\_\_\_  
 Company \_\_\_\_\_  
 Address \_\_\_\_\_  
 \_\_\_\_\_  
 Phone: \_\_\_\_\_  
 E-mail \_\_\_\_\_  
 Amount Submitted (\$35 per enrollment): \_\_\_\_\_

Make check payable to NHRA and send to:  
P.O. Box 16336, Duluth, MN 55806