

JANUARY 2026

Society for Human Resource Management (VSHRM) serves the Great Lakes Bay Region and beyond, supporting HR professionals through education, networking, and leadership development. We're your local resource for HR knowledge, community, and growth. Learn more and get involved at <https://vshrm.shrm.org/>

Heads Up! This newsletter contains images that may be hidden by your email settings. Be sure to allow or download pictures for the best viewing experience! Or [CLICK HERE](#) to view on a web page.

Tuesday, January 13th | 10:30 am - 5:00 pm

Elevate HR: Mind, Tech & Trust

***Reimagine work. Rebalance your foundation.
Reconnect with trust. Renew the whole person.***

This conference moves beyond a routine seminar and focuses on being a restorative, future-forward, high-tough development experience designed **just for you!**

This is not just professional development, it's permission to pause, learn, reconnect, and return to your work stronger than you arrived.

Our Agenda for The Day

10:30 AM	Doors Open for Attendees! Come Network & Visit Our Exhibitors
11:00 - 11:45 AM	Lunch Served - Buffet Style!
11:45 - 11:50 AM	Kicking Off the Day! Welcome, Agenda, Safety & Sponsor Recognition
11:55 AM - 12:55 PM	Session 1: Elizabeth Williams

Session 1: HR & AI

Learn how to leverage AI to simplify your workload and elevate your strategic impact. Transform the way you work and lead with confidence in the digital age!



12:55 - 1:55 PM

Session 2: Darla Bishop

Session 2: Financial Wellness for HR Professionals

Gain practical tools to strengthen both your personal and organizational financial well-being. Empower yourself and your team for a healthier financial future!



1:55 - 2:15 PM

Break & Exhibitor Connection!

2:15 - 3:15 PM

Session 3: Julie Bellamy

Session 3: Building Trust Through Emotional Intelligence

Discover how to strengthen relationships, deepen your influence, and lead with clarity by mastering emotionally intelligent trust-building. Don't miss the opportunity to elevate your leadership impact!



3:15 - 4:15 PM

Session 4: Meagan Krzywosinski

Session 4: Wellness for the HR Professional

Reclaim your balance, renew your energy, and discover practical strategies to protect your well-being in today's demanding HR world.



MEETING & REGISTRATION INFORMATION:

IN-PERSON ONLY - DON'T MISS IT & REGISTER TODAY!!

 Saginaw Watch Party

- Location: Horizon's Conference Center, 6200 State St., Saginaw, MI 48603
- Lunch provided.
- VSHRM members \$99.00 | non-members \$129.00
- Student \$49.00

Please register by **Thursday, January 8th**. Registrations received after this date are subject to an additional \$30 late fee.

This meeting is part of the 2025-2026 Fast Pass! If you have VSHRM's Fast Pass and attending this meeting, please register today!

[Register to Attend](#)[Program Information & Speaker Bio](#)

President's Message

Hello! As we welcome a new year, I want to start by thanking each of you for helping us close out 2025 on such a strong and positive note.

Our December program, Developing Great Managers and Supervisors, was one of our highest-rated events of the year—and your feedback truly says it all.



Members shared that this was “one of the best recent programs,” highlighting the speaker’s real-world experience, practical takeaways, and relatable examples that could be immediately applied in the workplace. Several of you also shared that you left “inspired with new ideas” and appreciated the opportunity to connect, give back, and learn together as a community.

That feedback reinforces exactly what Valley SHRM strives to deliver: relevant content, meaningful connection, and practical value for HR professionals at every stage of their career.

Looking ahead, I’m excited to invite you to our [January meeting](#), which will be held in person. These face-to-face programs continue to be a valuable way to build relationships, share perspectives, and engage in thoughtful discussion with fellow HR professionals. All Valley SHRM events are open to the public, and we welcome both members and non-members to attend. As always, VSHRM members receive membership pricing, while non-members are invited to participate at the non-member rate.

As a reminder, [renewing your VSHRM membership](#) is simple—when you renew your SHRM membership, just be sure to select Valley SHRM as your local chapter. If you are not currently a SHRM member, please feel free to contact me directly to discuss available options.

As we move into 2026, we’re excited to continue building strong partnerships within our HR community. A limited number of sponsorship opportunities remain, with several partnerships already being finalized. We’re grateful to our Resource Partners and event sponsors for their continued support. You’ll also notice a new newsletter section dedicated to our Resource Partners, highlighting the organizations that support our chapter year-round and serve the HR community.

Your voice continues to matter. Our [engagement survey](#) remains open and is available for ongoing feedback—we encourage you to share ideas, suggestions, and topics you’d like to see in future programming.

Thank you for your ongoing support, your thoughtful feedback, and your commitment to the HR profession. Valley SHRM continues to thrive because of our engaged, generous, and collaborative community—and we’re excited for all that 2026 has in store.

Think Safe. Be Well.

Wendy Yelsik, PHR, SHRM-CP
Human Resources Director | Fabiano Brothers, Inc.
President, **Valley SHRM**
 (989) 621-4819
 [LinkedIn](#)



VSHRM is proud to welcome **Brown & Brown** as a new **Resource Partner**, and we're excited to spotlight their commitment to supporting HR professionals across our region.



Brown & Brown is one of the nation's leading insurance brokerage and risk management firms, with a strong and growing presence throughout Michigan. Locally, the Brown & Brown team partners closely with organizations of all sizes—public and private—to help them navigate the evolving world of **employee benefits, risk management, and workforce strategy**.

What sets Brown & Brown apart is their consultative approach. Rather than offering one-size-fits-all solutions, their team works side-by-side with HR and leadership teams to:

- Design sustainable, compliant, and cost-effective employee benefits programs
- Support employers through complex regulatory and legislative changes
- Improve employee engagement and education around benefits
- Serve as a strategic extension of internal HR teams

Brown & Brown understands the challenges HR professionals face today—rising healthcare costs, talent attraction and retention, compliance pressure, and the need to do more with fewer resources. Their focus is on **practical solutions, clear communication, and long-term partnerships** that help organizations thrive.

As a Resource Partner, Brown & Brown is deeply committed to the VSHRM community. They look forward to actively participating in chapter events, sharing insights and educational resources, and supporting VSHRM's mission to advance the HR profession across our region.

We are excited about this partnership, and the value Brown & Brown brings to our members. Please join us in welcoming them to VSHRM!



VSHRM is proud to welcome **Jovie** as a new **Resource Partner**, and we're excited to spotlight their commitment to supporting HR professionals across our region.



Sharon Ragland-Keys, SHRM-SCP, SPHR, is the franchise owner of Jovie Nannies + Sitters, formerly known as College Nannies, Sitters and Tutors.

Since 2009, Jovie Nannies + Sitters has delivered customized childcare benefit solutions that support both employers and their employees. Guided by our mission—*Building Stronger Families*—and backed by extensive experience providing high-quality, engaging childcare through employer-sponsored programs, Jovie partners with organizations to design, coordinate, and deliver solutions tailored to their unique workforce needs.

Employees gain peace of mind knowing their loved ones are cared for by trusted professionals in the comfort of their own homes, while employers benefit from increased productivity, improved employee satisfaction, and stronger recruitment and retention outcomes.

In addition to her role with Jovie, Sharon Ragland-Keys also serves as the SHRM Michigan Foundation Director, further strengthening her connection to the HR community and commitment to supporting working families.

We are excited about this partnership, and the value Jovie brings to our members. Please join us in welcoming them to VSHRM!



VSHRM is proud to welcome **Wildfire Credit Union** as a **Resource Partner**, and we're excited to spotlight their commitment to supporting HR professionals across our region.



Wildfire Credit Union partners with employers to deliver meaningful financial benefits that support employee well-being, retention, and peace of mind. Through our **Work Place Perks** program, HR teams can offer employees exclusive financial advantages at no cost to the employer.

Work Place Perks provide employees with preferred rates on loans, checking and savings incentives, and on-site or virtual financial education sessions tailored to real-life needs. Enrollment is simple, implementation is seamless, and support is hands-on.

We also help employers strengthen their benefits package with **Health Savings Accounts** (HSAs). Wildfire's HSAs offer a tax-advantaged way for employees to save for current and future healthcare expenses, with easy account access, low fees, and tools that make managing healthcare dollars straightforward.

At Wildfire Credit Union, we believe financial wellness is workplace wellness. We help employers offer benefits that support employee financial stability, reduce stress, and add real value. Give your employees the free perks they deserve! To begin offering these

benefits to your employees, please call us at 989.249.8200 and ask for Business Services.

We are excited about this partnership, and the value Wildfire brings to our members.



**YOUR
MONEY
LINE**

wildfire
credit union

mesp
Michigan Education Savings Program
25th Anniversary

Interested in Sponsoring?

SHRM Valley SHRM

Sponsorship Opportunities

Flexible Options for Sponsoring Valley SHRM offers two convenient pathways for connecting with our HR Community. Choose INDIVIDUAL SPONSORSHIP for focused impact or select a RESOURCE PARTNER bundle for all-inclusive benefits and related services. Sign up for a sponsorship at <https://www.surveymonkey.com/r/SHRMSPONS>

Individual Sponsorships

Select from monthly meetings, HR Development Day, or Legal Update

GOLD
Investment: \$2,500

Available For:
• HR Development Day (Jan)
• Legal Update (May)

What's Included:

- 3 minutes of stage time to introduce the speaker
- 1-2 slides to promote company or speaker
- Complimentary attendance for up to two attendees
- Company logo in event materials
- Recognition in event communications
- Prime visitor visibility

SILVER
Investment: \$1,500

Available For:
• HR Development Day (Jan)
• Legal Update (May)

What's Included:

- 2 minutes of stage time to introduce the speaker
- 1-2 slides to promote company or speaker
- Complimentary attendance for up to two attendees
- Company logo in event materials
- Recognition in event communications
- Exhibit table visibility

BRONZE
Investment: \$500

Available For:
• HR Development Day (Jan)
• Legal Update (May)

What's Included:

- 1 minute of stage time to introduce the speaker
- 1 slide to promote company or speaker
- Complimentary attendance for up to two attendees
- Company logo in event materials
- Recognition in event communications
- Exhibit table visibility

MONTHLY
Investment: \$300*

Available For:
• Monthly Meetings: Feb, Mar, Apr, May, Aug, Sep, Oct, Nov, Dec

What's Included:

- 3 minutes of stage time to introduce the speaker
- 1-2 slides to promote company or speaker
- Complimentary attendance for up to two attendees
- Company logo in event materials
- Recognition in event communications
- Exhibit table visibility

We are seeking sponsors throughout 2026!

Limited **sponsorships** allow businesses to showcase their services, share insights, and gain visibility through booth space, marketing, newsletter, and event recognition. If interested in sponsoring Valley SHRM, please contact Alan Osburn via email or by phone at (989) 495-1830.

*Monthly sponsorship cost is \$300 for each month you select to sponsor.

Revised 11/17/2023

Register to Attend

Program Information & Speaker Bio

Valley SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP recertification activities.



Giving & Receiving Thanks!

December 23, 2023

Valley Society for Human Resource Management
PO Box 5448
Saginaw, MI 48603

Dear Valley Society for Human Resource Management,

We'd like to express our gratitude for your recent donations, as part of the VSHRM Holiday Giving Project, to support the clients served by Underground Railroad, Inc. Your generous contributions provide help, hope, and advocacy to survivors of domestic violence, sexual assault, stalking and human trafficking in Saginaw County.

The food, paper products, personal care items and more were put to use right away for survivors residing in our emergency shelter and housing programs, while the toys, games, and other gifts helped us ensure that all of our survivors and their families have presents to open on Christmas morning. Each year over 600 adults and children are served by Underground Railroad, Inc. during the holiday season. The holidays can be an especially difficult time for those in shelter and we are incredibly thankful for your contributions, which will bring joy and happiness to those we serve this season.

Underground Railroad offers a 24/7 helpline, emergency shelter and housing programs, counseling and advocacy, court support programs, youth services, and prevention education. Although the need for these services continues to be great, your support helps survivors begin to rebuild their self-worth and reclaim their lives.

The last several years have been difficult for many, but small silver linings like this have kept us looking to the brighter days ahead. Thank you for your many donations, your continued support of Saginaw County survivors of abuse, and for naming Underground Railroad as the recipient of your 2025 Holiday Giving Project.

Sincerely,
Christi Bischmire
Christi Bischmire
Executive Director

PO Box 2474 Saginaw, MI 48608 • www.undergroundrailroadinc.org
Saginaw, MI 48602 • 989.750.4401

Human Safety & Victim Services • Trauma-Informed Training Program • Community Outreach • Empowerment Initiatives & Exchange

Domestic Violence • Sexual Assault • Stalking • Human Trafficking

Our December Charity Drive was a success! We appreciate all of the donations, on behalf of VSHRM, and the Underground Railroad, of Saginaw, put those items to use right away.



UNDERGROUND RAILROAD, INC.

GET FREE REGIONAL COMPENSATION DATA

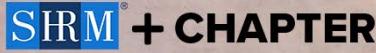
Through our partnership with American Society of Employers (ASE), learn how you can get free regional compensation data by participating in the ASE Compensation Survey.

[LEARN MORE](#)

To participate, scan the QR Code to get started!
Survey launches Monday, January 19th!

Interested in learning more? ASE is offering a webinar for all VSHRM members, learn how to participate and see an overview of the data!

Webinar is on Wednesday, January 14, 2026, at 9AM.
Register for the webinar [HERE!](#)



One transaction. Dual membership.



VSHRM + SHRM Together

Our transition to the Dual Membership Release (DMR) with the Society for Human Resource Management (SHRM) happened December 8, 2025!

We know this change may raise questions about how it affects you and your VSHRM membership—so we've launched a dedicated DMR page, on our website, to help answer any questions you may have.

We are in our membership renewal period currently! If you haven't renewed yet, you may be contacted by a member of our Board of Directors. If you have questions about your membership, or the renewal process, feel free to connect with Wendy Yelsik, Board President, or Robert Dotson, Membership Chair, for assistance.

Have a question? Scan the QR code to ask!

[VSHRM + DMR FAQs](#)

[VSHRM Board of Directors](#)[Ask Your Questions!](#)[Join SHRM Today!](#)

WELCOME! NEW MEMBERS

Join us in welcoming our newest VSHRM members!

We're thrilled to welcome these professionals into the VSHRM community:

- **Heather Resmer** – Chapman Foundation for Caring Communities
- **Phillip Hale** – Members First Credit Union

Your expertise and passion for HR make our network stronger, and we can't wait to collaborate, learn and grow together. Here's to building meaningful connections and driving positive impact - welcome aboard!

MONTHLY GIFT CARD WINNER!

The winner of the December Gift Card Drawing is...
(drum roll, please) 

Amanda Lannen - from Powell
Congratulations! 

Thank you to everyone who participated—your involvement makes these drawings exciting. Stay tuned for January's chance to win!

SHRM® Valley SHRM + HR JOB POSTINGS

Did You Know? Post HR Jobs for FREE with VSHRM!

VSHRM offers free job postings for both members and non-members on our website and social media platforms. With a membership base spanning the Great Lakes Bay Region and beyond, your opening will reach a broad and engaged network of HR professionals.

Whether you're hiring an HR generalist or a VP of Talent, this is a great (and free!) way to connect with the right candidates.

It's easy! Just email your job details to: communications@vshrm.org

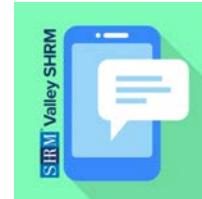
Let us help you find your next great HR hire!

Active Job Postings!

VSHRM Now Offers Text Updates!

Stay in the loop with the latest VSHRM news, events, and reminders—right on your phone!
Sign up for our text list here:

<https://lp.constantcontactpages.com/s1/amKEp4>



After signing up, you'll receive an automated message from VSHRM asking you to confirm your subscription. Be sure to text back "YES" to complete the process and start receiving updates.

We're excited to keep you connected—fast, easy, and direct!



**SHRM® Valley SHRM
LEGAL UPDATE**

Health Plan Transparency Proposal

On Dec. 19, 2025, federal agencies proposed a rule to enhance existing price transparency requirements for non-grandfathered health plans and issuers. The changes aim to improve the usability and accessibility of machine-readable files (MRFs) and the internet-based cost comparison tool without introducing new disclosure obligations.

Key highlights:

- MRFs: Proposed improvements include better standardization, reduced file complexity, and quarterly updates instead of monthly. Plans must also include URLs and contact details for easier access.
- Cost Comparison Tool: Updates will align with the No Surprises Act, requiring disclosures over the phone upon request and incorporating balance billing protections.
- Timeline: Changes would apply 12 months after the final rule is published, with cost-sharing tool updates effective for plan years starting Jan. 1, 2027.

LEGAL UPDATE

Trump Administration Proposes Improvements to Health Plan Transparency Requirements

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• Cost Comparison Tool: Updates will align with the No Surprises Act, requiring disclosures over the phone upon request and incorporating balance billing protections.

• Timeline: Changes would apply 12 months after the final rule is published, with cost-sharing tool updates effective for plan years starting Jan. 1, 2027.

Employers should monitor developments to ensure compliance by their service providers.

Executive Order: Marijuana Rescheduling

On Dec. 18, 2025, President Trump signed an executive order directing marijuana to be rescheduled from Schedule I to Schedule III under the Controlled Substances Act. This change reflects recognition of marijuana's potential medical benefits and aims to expand research on marijuana and CBD products.

Key Points:

- Marijuana has historically been classified as a Schedule I drug with no accepted medical use and high abuse potential.
- Schedule III drugs are considered less dangerous, with accepted medical uses and lower abuse risk.
- The EO initiates the federal rulemaking process; rescheduling is not immediate.
- Employers, especially those with safety-sensitive roles, should monitor developments for potential workplace implications.

LEGAL UPDATE

Trump Signs Executive Order to Reschedule Marijuana to Schedule III Drug

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• Schedule III drugs are considered less dangerous, with accepted medical uses and lower abuse risk.

• The EO initiates the federal rulemaking process; rescheduling is not immediate.

• Employers, especially those with safety-sensitive roles,



We Want to Hear From You!

Your voice matters in shaping the future of our local chapter. Please take a few minutes to complete our Engagement Survey and share your feedback. Together, we can make our community stronger and more meaningful for everyone!

Scan the QR Code or click [here!](#)

VSHRM FINANCIALS

Submitted by Patty Alfano, VSHRM Treasurer

SHRM® Valley SHRM

Income/Expense by Category

8/1/2025 through 12/11/2025

Category	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	OVERALL TOTAL
Income						
fast pass	\$0.00	\$5,253.00	\$618.00	\$0.00	\$0.00	\$5,871.00
Meeting Receipts	\$695.00	\$245.00	\$400.00	\$615.00	\$525.00	\$2,480.00
Membership Dues	\$155.00	\$200.00	\$240.00	\$130.00	\$110.00	\$835.00
Seminar Income	\$0.00	\$0.00	\$0.00	\$0.00	\$396.00	\$396.00
TOTAL Income	\$850.00	\$5,698.00	\$1,258.00	\$745.00	\$1,031.00	\$9,582.00
EXPENSES						
Board Expense	\$0.00	\$199.49	\$213.98	\$166.95	\$50.00	\$630.42
board travel	\$0.00	\$0.00	\$1,954.87	\$1,096.43	\$0.00	\$3,051.30
Lunch Meeting	\$1,727.72	\$1,033.57	\$1,075.53	\$1,369.78	\$0.00	\$5,206.60
P.O. Box Renewal	\$0.00	\$0.00	\$192.00	\$0.00	\$0.00	\$192.00
PayPal Fee	\$42.91	\$198.77	\$41.39	\$31.19	\$47.30	\$361.56
Sponsorship	\$0.00	\$0.00	\$1,500.00	\$0.00	\$0.00	\$1,500.00
Website Fees	\$0.00	\$0.00	\$0.00	\$254.15	\$0.00	\$254.15
TOTAL EXPENSES	\$1,770.63	\$1,431.83	\$4,977.77	\$2,918.50	\$97.30	\$11,196.03
OVERALL TOTAL	-\$920.63	\$4,266.17	-\$3,719.77	-\$2,173.50	\$933.70	-\$1,614.03

[DOWNLOAD PDF VERSION](#)



Valley Society for Human Resource Management | PO 5448 Local chapter of SHRM | Saginaw, MI 48603 US

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