



## Mission

ACSHRM provides resources and support for workforce leaders to maximize their organization's human capital.

## Vision

To be **the** source for Ashtabula County human resource management.

## Purpose

Connect workforce leaders to people management strategies.

## 2025 ACSHRM Chapter Officers

President  
Linda Nerad

President Elect/Chair of Programming  
Open

Secretary  
Georgia Farris Romanko, SHRM-CP, PHR

Treasurer  
Holly Mayernick

Past President  
Karen Fagnilli, SHRM-SCP

## Board of Directors/Core Leadership Areas

College Relations/Emerging Professionals  
Linda Nerad

Diversity, Equity, and Inclusion  
Open

Government Affairs  
Penny Neubauer

Membership  
Karen Fagnilli, SHRM-SCP

SHRM Certification  
Michael Sass, SHRM-SCP

SHRM Foundation  
Karen Fagnilli, SHRM-SCP

Workforce Readiness  
Open

Board Member At-Large  
Carl E. Muller, J.D.

# Ashtabula County SHRM Presents...

## May 14, 2025 - Chapter Meeting (HYBRID)

***"The Latest on AI: A Continued Conversation for HR Professionals"***



## Wendy Sellers, The HR Lady

When: Wednesday, May 14, 2025

Where: Ashtabula District Library  
(Combined Foundation Rooms)

4335 Park Avenue, Ashtabula

Time: 12:45pm – 2:00pm

**\$15 ACSHRM Member**

**\$20 Non-Members**

This is a HYBRID meeting and you'll be asked during registration how you plan on attending. If attending virtually, you will receive your ZOOM login information with your purchase confirmation.

**REGISTER HERE**

***Ashtabula County SHRM  
75th Anniversary Celebration***

**When: JUNE 11, 2025, from 4:30 - 7:00pm**

**Where: Rosabella Winery**  
3951 OH-307, Austinburg, OH

**Cost:** Complimentary Appetizers, 1st glass of Wine, Dessert & Iced Tea included

Other beverages & menu items available for purchase.  
Door Prizes & Gifts will be handed out all evening long!

Your chapter is looking for volunteer ACSHRM Chapter Members to serve in open board positions. This is a great way to augment your professional development and give back to our HR Community!

## Chapter Statistics - A/O 4/28/2025

Checking Account - \$895.35  
Certificate of Deposit - \$3,198.83  
Active Members - 29  
Friends of ACSHRM - 2  
Certified Members - 6

## Contact Information

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[acshrm.org](http://acshrm.org)



Linda Nerad, President - 440.813.9426

## Resources

[HR Daily @ SHRM](#)



## SAVE-THE-DATES

**Wed., August. 20, 2025**

### Mentoring

**Micheal Sass, SHRM-SCP, SPHR**  
**Ashtabula Co. District Library, Ashtabula**  
**11:45am - 1pm**

**[2025 Ohio SHRM Employment Law & Legislative Conference](#)** (IN PERSON!)  
Columbus, OH, Tuesday, May 20, 2025 1PM  
through Wednesday, May 21, 2025 3PM

# SHRM25

**SAN DIEGO**  
**JUNE 29 – JULY 2, 2025**

**September 26-28, 2025**

Ohio HR Conference, Kalahari Resorts,  
Sandusky, OH. Offering an IN PERSON  
conference PLUS an ON DEMAND option  
to catch missed sessions for 60 days after.

**Click the logo below for more info!**

**2025**  
**OHIO CONFERENCE**  
**ANIMATE HR: FROM CONCEPT TO CREATION**



- What's your name, where did you grow up, and what's the best thing about living in or near Ashtabula County?

*I was born in Berea, lived in Mantua during my pre-school years (if my family stayed I would have been a K-12 class- mate of Pittsburgh Steelers linebacker, Jack Lambert). Since then I have lived in Conneaut. I truly appreciate Ashtabula County's beauty experienced in the contrast of the seasons and Lake Erie.*

- What's your role and responsibilities as a Board Member for ACSHRM?

*I hold the Certification Chair in serving as an ACSHRM Board Member.*

- Name two things that your involvement with your local Chapter helps you in your career or business.  
*I am motivated to be a resource for 1) HR function's achievement of goals that are aligned with the organization's goals and 2) the HR practitioners who face daunting HR challenges to make it happen.*

- What's your current role in HR, and what are some of your key responsibilities?

*I have recently retired from the HR Director level in the Manufacturing and Healthcare industries..*

- What's the most rewarding part of working in human resources?

*For me, this is when the efforts of HR align with the fulfillment of the individual, which then becomes a value-add for the organization.*

- What's one challenge you face regularly in your role and how do you tackle it?

*A surfing analogy is helpful on how to address frequent challenges. A lot of waves come at us everyday. Knowing which waves to take, and when, and how to navigate to stay on the crest is critical. A plan is essential along with the adaptability to make fluent changes as needed to achieve the goal.*

- What advice would you give to someone starting their career in HR?

*Anyone beginning a career in HR will benefit from observing, learning, applying, and measuring without fear of mis-steps. Mis-steps provide great value in continuous improvement opportunities. For example, the Ohio State Buckeyes overcame a home loss to the underdog Michigan Wolverines during the 2024 season that ultimately resulted in winning the College Football National Championship. New HR Pros should also know when to use models, like using templates or AI, to reduce administrative transactional burdens to blaze your own trail to lead workplace transformation.*

- What's one HR trend or innovation you're excited about right now?

*I am excited about the recent trend given to Civility in the Workplace. According to SHRM Tools & Topics on the Importance of Civility in the U.S.: Practicing civil behavior establishes a safe and empathetic environment where individuals can contribute their best ideas, knowing they will be heard and valued. Civility is more than making others feel comfortable; it's about creating a dynamic, diverse, and productive workplace where everyone can thrive.*

- How do you build trust with employees and leaders in the workplace?

*Employee feedback included with other drivers (customer feedback, operations, finance, regulatory . . . ) is instrumental in shaping HR strategies. Building and sustaining the relationship of two-way communication elevates productivity*

- What inspired you to pursue a career in HR?

*HR is my career of choice. Post high school graduation I worked on the shop floor in manufacturing without a career direction. After a few years, I experienced an inner drive to do more but I wasn't drawn to any function or role in particular so I began taking courses at KSUAC. My new desire to do more was fueled in school because of the feedback received In stark contrast to my on-the-job experiences where the usual feedback I would receive was sparse with a high concentration of the negative. The homework, tests, and courses in school provided consistent and overall objective, timely feedback on the work that I recently completed. This process, for me, resulted in my development that supported my employer's goal.. With my developing education and drive to do more, I was fortunate to receive promotions leading to an operational training role which led to my first HR role. It was at this juncture in my career that I realized that HR has the greatest impact on an organization. I was drawn to focus my energies where they could have the greatest impact.*

- What's your life motto or mantra that you live by?

*What doesn't kill you makes you stronger. The result of resiliency and continuous improvement which leads to success.*

- What's a hobby or activity outside of work that helps you recharge?

*Long distance motorcycle riding. From Conneaut, I have ridden to the Smoky Mtns a dozen times, Sturgis and the Black Hills in SD for the annual bike rally nine times. This year will be my tenth trip. I also rode to Mackinac and the Upper PI of MI four times. I have had the good fortune of riding Beartooth Highway in MT (elev 2 mi) the number one rated motorcycle highway in the country, along with Yellowstone and Grand Teton National Parks, the oldest bike rally in the U.S. held in Laconia NH and Mt. Washington, Key West, and the Grand Canyon each once.*



From the desk  
of ACSHRM  
President -  
Linda Nerad



Please check out from SHRM  
All Things Work:

**Emotional Intelligence in the  
Digital Age @**  
<https://shorturl.at/jlgSo>

HR Daily from SHRM:

**2025 Benefits Plan Limits and  
Thresholds Chart**

**MARK YOUR CALENDAR  
TO JOIN US ON JUNE 11!**

**75th Anniversary**



**Ashtabula  
County**

## ACSHRM REPRESENTS AT ASHTABULA COUNTY SAFETY COUNCIL EXPO



ACSHRM President Linda Nerad was a speaker at the event. She spoke of the importance of policy and procedures and the impact they can have on creating an effective safety culture in the workplace. Mike Sass, Georgia Farris Romanko and Linda were able to connect (and reconnect) with area business leaders to advocate for the HR profession and the value-add of being involved with a local SHRM Chapter.



### If It's a WORK Thing, It's a SHRM Thing

Work is more than a job; it's where connections are built, ideas grow, and purpose thrives. SHRM is here to help you create workplaces that inspire, empower, and make a difference—one step at a time. Together, we shape better workplaces for a better world.