

Anniversary

75

Celebration

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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 F. Muller, J.D.

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!

Guest Speaker

[Kate Dashner, MBA, SPHR, SHRM-SCP](#)



Kate Dashner, Senior Consultant and Founder of Simple HR Solutions, is an accomplished Human Resources professional with over 15 years as a generalist practitioner. She currently serves as Ohio SHRM State Council District Director for the Northeast.

75th Anniversary & Platinum Award Winner



SHRM
EXCEL
2024

[REGISTER HERE](#)

Our chapter is currently seeking volunteer ACSHRM members to fill open board positions — this is a great opportunity to grow professionally and give back to the HR community!

Join us for the next ACSHRM Board Meeting, June 3 @ 7:30 am, rsvp to receive zoom link @ acshrminfo@gmail.com.

Chapter Statistics - A/O 5/22/2025

Checking Account - \$1,023.37
Certificate of Deposit - \$3,198.38
Active Members - 29
Friends of ACSHRM - 2
Certified Members - 6

Contact Information

Ashtabula County SHRM #325
P.O. Box 1701
Ashtabula, OH 44004-1701

acshrminfo@gmail.com
acshrm.org



Linda Nerad, President - 440.813.9426

Resources

HR Daily @ SHRM



SAVE-THE-DATES

Wed., August. 20, 2025

Mentoring - Hybrid Mtg

Micheal Sass, SHRM-SCP

Ashtabula Co. District Library, Ashtabula

11:45am - 1pm

Wed., November 12, 2025

HR Legal Update - Hybrid Mtg

Carl Muller, JD & Melissa Z. Kelly, JD

Ashtabula Co. District Library, Ashtabula

11:45am - 1pm

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

**GET TO KNOW
YOUR ACSHRM
BOARD
MEMBER**
~
**Penny
Neubauer**



• 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 and raised in Homeworth, Ohio (Columbiana County). I lived and raised our family in rural Stark County until 2016 when we moved to Ashtabula County for my work at the Ashtabula County District Library. I most enjoy Lake Erie and Ashtabula County's natural resources as well as the great food available at all of the locally owned establishments.

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

As the Governmental Affairs Chair, I am responsible for monitoring and influencing public policy at the local, state, and federal level.

• Name two things that your involvement with your local Chapter helps you in your career or business.
As Human Resources is only one aspect of my role as Library Director, the monthly training sessions have been very helpful. What ultimately led me to ACSHRM was the coaching and mentorship that was provided by one of ACSHRM's members when I had a significant problem with an employee early in my tenure at ACDL.

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

My position handles all Human Resource responsibilities.

• What's the most rewarding part of working in human resources?
The most rewarding HR work, for me, is working hard to ensure our employees receive pay and benefits that are comparable to other library systems of our size across the state of Ohio. ACDL employees make us the great system that we are. I like to be as generous and fair as I can to compensate them for their great work.

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

Finding strong employee candidates. How do I tackle it? Pray! And try to provide the best wages and work environment that I possibly can.

• How do you approach employee development and training?
We are fortunate in Ohio to have a number of library-specific resources for staff development and training. Each staff member is typically assigned a minimum number of training sessions each calendar year. Most staff members happily comply with those minimums and many take training classes far beyond the minimum.

• Can you share a proud moment or achievement in your HR career?

I am most proud of the staff that we have been able to hire and develop for our ACDL leadership teams as well as those who work most directly with patrons. HR is all about people, and even when we lose a great employee to a relocation or higher paying position outside of the county, we've been able to replace them with individuals who prove to be just as wonderful. I'm really proud of who we have become as an organization.

• What's your philosophy when it comes to recruitment and talent acquisition?

Hire for attitude; Train for skill.

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

My life's underlying motivation is to bring forth positive change – both within myself and to those whose lives intersect with mine. It's not so much a goal as simply a part of who I am.
• What's a hobby or activity outside of work that helps you recharge?
We are fortunate that our home is located in a park-like setting. I believe sitting on our backyard deck with a cup of tea and reading a good book is a tiny sliver of heaven.

**From the desk
of ACSHRM
President -
Linda Nerad**



We are so excited to **Celebrate 75 years!** Please come and enjoy food, refreshments & giveaways! We also have OH SHRM Northeast Director, Kate Dashner, as our guest speaker!

HR Daily from SHRM Top Stories:
Here's What Employees Say Is a Fair Annual Pay Increase

4 Ways to Recognize the Hidden Potential in Your Workforce

Rethinking Bereavement Policies for a Modern Approach to Well-Being

Looking for vendors for emerging HR Technology Solutions - take a look at this SHRM resource - [SHRM Human Resource Vendor Directory](#)

75th Anniversary

SHRM[®]

**Ashtabula
County**