

TIME TO LEARN

2025 - August 20, 2025 - Chapter Meeting (HYBRID)

Ashtabula County SHRM Presents ...

“Mentoring”

When: Wednesday, August 20, 2025

Where: Ashtabula Public Library, Foundations Meeting Room, 4335 Park Avenue, Ashtabula, Ohio

Time: 11:45am – 1:00pm

Cost: \$15 ACSHRM Member / \$20 Non-Members

What: Mike will discuss mentoring best practices and the measurable benefits that come from being a Human Resources Mentor. Enjoy this presentation in-person or virtually. If attending virtually, you will receive your ZOOM login information with your purchase confirmation.

Presenter

Michael Sass, SHRM-SCP



Mike currently serves as ACSHRM Certification Chair and was a former ACSHRM Board President. He recently retired from Lukjan Metal Products Inc. as their HR Director. His career encompassed working in the medical services and manufacturing sectors as a senior-level Human Resources professional. Mike had been an adjunct faculty member at Kent State University instructing Human Resources and Business Management Courses.

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SHRM
EXCEL
2024

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.

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, Oct 7 @ 7:30 am, rsvp to receive zoom link @ acshrminfo@gmail.com.

Chapter Statistics - A/O 8/1/2025

Checking Account - \$1,202.48
Certificate of Deposit - \$3,232.13
Active Members - 31
Friends of ACSHRM -3
Certified Members - 6

Contact Information

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Linda Nerad, President - 440.813.9426

Resources

HR Daily @ SHRM



SAVE-THE-DATES

Tues., Sept. 16, 2025, 5 - 7pm
Wine & Whine!

Collaborative Meeting with
Lake/Geauga SHRM
Crosswinds Grill, 5653 Lake Rd. East, Geneva

Wed., Oct. 15, 2025, 11:45am - 1pm
100 IDEAS to IMPROVE the
WORKPLACE - Hybrid Mtg
Steve Seymour, Dir. of Personnel Training & Development-Country Fair, Inc.
Ashtabula Co. District Library, Ashtabula

Wed., Nov. 12, 2025, 11:45am - 1pm
HR Legal Update - Hybrid Mtg
Carl Muller, JD & Melissa Z. Kelly, JD
Ashtabula Co. District Library, Ashtabula

Sept. 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!



The Q3 Government Affairs CLA Call was held on Thursday, July 24, 2025. SHRM's Senior Advisor of State Government Affairs, Mike Rose, shared policy updates and advocacy insights that were informative and energizing.

As we look ahead, we're especially excited for SHRM's **August In-District Campaign**, an important opportunity for you to connect with lawmakers while they're home during the August District Work Period. Stay tuned for upcoming Government Affairs updates with more details on how you can get involved and make an impact locally.

Below you'll find the recording and presentation materials from both the Q3 CLA Call and the In-District Campaign Call:

- [CLA Call Recording](#)
- [CLA Call Presentation Materials](#)
- [In-District Campaign Call Recording](#)
- [In-District Campaign Presentation Materials](#)

Here are some articles to read and share:

- [15 Takeaways for HR Pros from the One Big Beautiful Bill Act](#)
- [Big Changes Are Coming to HSAs. See What It Means for Employers](#)
- [AI in the Workplace Playbook](#)



What's your name, where did you grow up, and what's the best thing about living in or near Ashtabula County?	Karen Fagnilli. We moved to Geneva from Chardon when I was 13 years old. I love being close to Lake Erie and Pymatuning Lake. In addition, I enjoy living a little more remotely, yet less than an hour from Cleveland or Erie, PA.
What's your role and responsibilities as a Board Member for ACSHRM?	Currently, I am the Past President and Membership Chair.
What's your current role in HR, and what are some of your key responsibilities?	I am the HR Director of our family business: The Lakehouse Inn Retreat. Onboarding, Payroll, Benefits, Regulatory adherence along with Risk Management are the key responsibilities. Additionally, ongoing training of the department leaders related to recruitment, retention and employee engagement. Leading the weekly Leadership meetings.
What's the most rewarding part of working in human resources?	Encouraging employees to expand their talents through education, training and promotional opportunities. Giving them the confidence to pursue new skills are all very rewarding.
What's one challenge you face regularly in your role and how do you tackle it?	The ability to recruit enough employees to give exceptional service to the guests who visit our property. We cross-train employees in order to meet the wax and waning demand of the seasons.
How do you approach employee development and training?	Since we are a small business with 4 departments across the property, individualized training and development is essential. We encourage active participation in professional organizations that give educational opportunities along with networking with peers.
What's your philosophy when it comes to recruitment and talent acquisition?	We can always train for additional skill. Energy, enthusiasm, team spirit and creativity are most essential in recruiting and retaining talent.
Can you share a proud moment or achievement in your HR career?	While I was President of ACSHRM and a member of Ohio SHRM State Council, I was recommended for the State Director role. I served in this position in 2022 & 2023. I am currently serving as Past Director until the end of 2025.
What's your life motto or mantra that you live by?	"The Constant in Life is Change, Embrace it". A second is "Never Give Up, Try, Try, Try again".
What's a hobby or activity outside of work that helps you recharge?	I enjoy cooking and gardening. Both relax me and I find great satisfaction in what I create and nurture.