

APRIL 5TH, 2024

NOARK News



ELLA 2024
is
SOLD OUT!

Registration is Closed for the
22nd Annual Arkansas Employment Law & Legislative Affairs Conference

April 11-12, 2024
Robinson Center & The Doubletree Hotel
Little Rock, Arkansas

APRIL MEMBERSHIP MEETING

11 & 12 APRIL 2024



This month, NOARK will not be hosting its typical membership meeting in Northwest Arkansas. Instead, we're excited to announce that we will be participating in the ELLA Conference 2024, taking place in Little Rock.

The ELLA Conference presents an invaluable opportunity for our members to engage with industry leaders, expand their networks, and gain insights into the latest trends and developments in our field. We believe that attending this conference will greatly benefit our members and enhance their professional growth.

Please mark your calendars and plan to join us at the ELLA Conference in Little Rock. We look forward to seeing you there and sharing this enriching experience together.



Photo: ELLA Conf. 2023



Newsletter Highlights

April Membership Meeting

CORKS & COLLEAGUES

Club 24 Winners!

Lemon & Ginger Tonic Recipe

Inclusion Update

March Meeting Recap

The Enemies of Gratitude

Mindful Moments

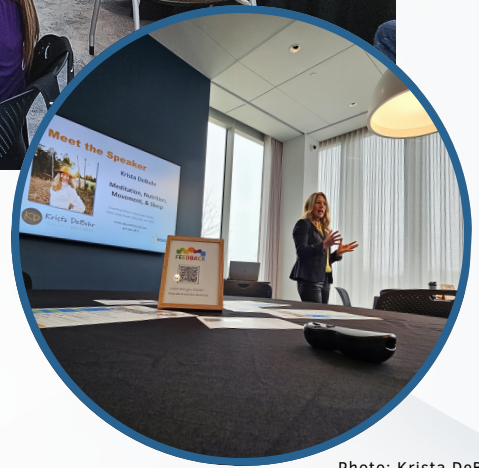


Photo: Krista DeBuhr

WELLNESS WORKSHOP RECAP

*YOU ARE
enough*



Krista DeBuhr
HEALTH + WELLNESS

March Meeting Recap:

Krista, Kerrie, Amanda - Your Wellness Guides!

Let's revisit the March meeting where we had the pleasure of hosting Krista DeBuhr, a beacon of inspiration in the health and wellness domain. Krista's extensive qualifications and passion for holistic well-being left a lasting impact on all attendees.

📖 **Educational Background:** Krista's journey is marked by academic excellence, boasting degrees from Westminster College and The Institute for Integrative Nutrition. Her expertise in nutrition, lifestyle, and movement provided invaluable insights into holistic health practices.

🌍 **Community Impact:** Krista's influence extends far beyond the studio walls. As the founder of five yoga studios across Arkansas and the visionary behind numerous yoga festivals and wellness retreats, Krista has nurtured physical and mental wellness within communities worldwide.

🌟 **Past Event Recap:** For those who attended, Krista's engaging presence and expertise offered a transformative experience. Her light-hearted approach left attendees inspired and empowered to embrace healthier lifestyles.

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Photo: Kerrie Lauck

Kerrie Lauck: Your Guide to Inner Peace!

At the March meeting, we also celebrated Kerrie Lauck's dedication to promoting mindfulness in workplaces and individuals. With certifications from esteemed organizations like Mindful Schools and Mindful Leader, Kerrie empowers others to unlock inner peace and well-being.

Mindfulness Expertise: Kerrie's transition from a distinguished legal career to mindfulness advocate highlights the transformative power of mindfulness practices in enhancing quality of life.

Continued Journey: As we continue our mindfulness journey, let's draw inspiration from Kerrie's expertise and strive to cultivate peace, balance, and well-being in our lives.



Photo: Amanda Schuster

Amanda: Your Wellbeing Champion!

Lastly, we also celebrated Amanda, a dedicated expert in revolutionizing workplace wellness. Amanda's commitment to building strong relationships and her wealth of knowledge in worksite wellness, fitness, and coaching make her a valuable asset in the journey towards better health and in her daily job with Gallagher Insurance.

Building Connections: Amanda's genuine passion for wellbeing shines through in every interaction, making her a trusted ally in cultivating a culture of health.

Educational Background: With a Master's in Sports Administration from Wichita State University and a Bachelor's in Recreation and Sports Management from Fort Hays State University, Amanda brings both expertise and innovation to the table.

Future Collaborations: As we reflect on Amanda's contributions, let's look forward to future collaborations in our ongoing pursuit of workplace wellness.



Podcast Recommendation:



The Enemies of Gratitude

One of the mysteries of human behavior is that it's often easier to focus on what's going wrong than on what's good in our lives. Why is that? Psychologist Thomas Gilovich studies the barriers that prevent us from feeling gratitude, and how we can overcome them. To learn more about how we experience gratitude, listen to our episode on how to cultivate it.





LEMON & GINGER TONIC



Spice Mix:

- 1 tsp Ground turmeric
- 1 tsp Ground cinnamon
- 1/4 tsp Ground cayenne pepper
- 1/2 tsp Fine ground black pepper
- 1/4 tsp Ground nutmeg (optional)
- 1/4 tsp Ground cloves (optional)

(The spice mix should make enough to keep for a few servings.)

- Ingredients:**
- 1 tbsp Fresh sliced ginger
 - 3-4 Fresh lemon slices
 - 1 tsp Honey (local honey preferred)
 - 1 Pinch Spice mix (about 1/8 tsp)

Instructions:

1. Boil 8-10 ounces of water.
2. Place 1 tablespoon of fresh sliced ginger and 3-4 fresh lemon slices into a mug.
3. Add 1 teaspoon of honey and a pinch of the spice mix to the mug.
4. Pour the hot water over the ingredients in the mug.
5. Let it steep for 12 minutes. Be careful not to steep for too long, as it may become very bitter.
6. Stir well and enjoy your lemon/ginger tonic!

REQUESTED TONIC RECIPE



By Dustin Bro



This invigorating lemon/ginger tonic offers a multitude of health benefits and healing properties. Ginger is renowned for its anti-inflammatory and digestive properties, aiding in soothing nausea and promoting overall digestive health. Lemon, rich in vitamin C, supports immune function and aids in detoxification. The added spices, including turmeric and cinnamon, boast antioxidant and anti-inflammatory benefits, potentially reducing inflammation and bolstering immune response. Moreover, the inclusion of local honey not only adds a touch of sweetness but also offers potential allergy relief and antibacterial properties. Together, this tonic serves as a refreshing elixir, promoting wellness and vitality with each sip.

DESK YOGA

FOCUS: SHOULDERS, BACK & NECK

DRINK WATER



TAKE 3 DEEP BREATHESES

Focus on what you are doing right.

Shift your mindset.

Prioritize and stick to it!

Bring your favorite fruit + nuts to work.

Step outside for fresh air + sunshine.



Krista DeBuhr

CORPORATE HEALTH + WELLNESS



NOARK INCLUSION INITIATIVE



By Rachel McAdams Jessen



Celebrate Diversity Month

Celebrate Diversity Month came to be in 2004 following a campaign led by two American diversity consulting firms, ProGroup Inc. and Diversity Best Practices. The goal of the celebrations is to address the growing multiculturalism taking place in global societies as a way to further understand and handle it sensibly. It highlights the urgency of understanding other cultures to ensure a better world.

Diversity is crucial in assuring that we can understand each other in deeper ways that help keep us humble and open to the fact that the world does not only revolve around our beliefs. It can help develop us into better people, as it increases our understanding of human nature. The importance of diversity itself can benefit us in all aspects of our lives.



National Stress Awareness Month

April is National Stress Awareness Month. Providing access to professional counseling, by way of an employee assistance program (EAP), can be an enormous help to employees experiencing stress within the workplace.

Employers could set up awareness programs to help educate their employees on techniques to help manage stress. Some techniques could be exercise, relaxation, sleep & rest, eat well, visit a doctor, go have fun, and/or use their paid time off.



April 2: World Autism Awareness Day

World Autism Awareness Day is an opportunity to understand how those with autism can improve their lives. If you don't have a loved one with an autism diagnosis, you may not have a strong understanding of how the world may be challenging for these individuals. In office buildings around the country, there is much work to be done in promoting greater understanding towards employees who have children with autism or other developmental disabilities. With increased awareness and technology, there are cost-effective ways for employers to help such employees remain focused and productive. There is much hope to be shared and employers can play a pivotal role in ensuring that parents are receiving meaningful support. Finally, employers must make it clear that autistic employees are welcome in the workplace, and that having these individuals on staff adds to the "neurodiversity paradigm."

April 10: International Day of Pink

This worldwide awareness day hopes to educate the general public on the harmful effects of discrimination, bullying, and homophobia in the world. Wear pink to show solidarity with the commitment to promote a safe and inclusive world for all.

April 15: Deadline for filing federal tax returns

Employers could partner with a local tax firm or a bank and offer employees a discount to get their taxes done professionally. There are banks and other organizations that offer free tax help through the IRS' Volunteer Income Tax Assistance (VITA) program. This is usually help to individuals who file simple returns and generally



make \$60,000/year or less. This program is also available to persons with disabilities and limited English-speaking taxpayers who may need assistance in preparing their own tax returns.

April 22: Passover

Passover is a major Jewish festival that celebrates the freeing of the Israeli slaves.

April 22: Earth Day

Earth Day is a tremendous opportunity to educate your community about ways to take climate action at work, raise awareness about your sustainability achievements, and get buy-in from every level of your corporate hierarchy to reach your sustainability and zero waste goals. "Invest in Our Planet!"

April 26: Administrative Professionals Day

Employers have an opportunity to recognize and reward clerical and administrative professionals for their devoted, valued work. Simply saying Thank You could go a long way.



APRIL 5TH, 2024

MINDFUL MOMENTS

By Dustin Bro



Nurturing New Growth: Prioritizing Mental Health this April

As spring breathes new life into the world around us, it's an opportune time to nurture growth not only in nature but within our workplaces and ourselves. This April, as we embrace the blossoming of flowers and the lengthening of days, let's also turn our focus inward to prioritize mental health, recognizing it as the cornerstone of well-being.

April marks Stress Awareness Month, offering us a timely reminder to pause and reflect on the importance of mental wellness. In today's fast-paced world, stress has become a common companion for many, affecting productivity, morale, and overall health. By acknowledging its presence and actively addressing it, we can cultivate environments that foster resilience and flourishing.

As HR professionals, you have a unique opportunity to lead by example and create supportive workplaces where mental health is valued and prioritized. Here are a few strategies to consider implementing within your organization:

- 1. Encourage Open Dialogue:** Foster a culture where employees feel comfortable discussing their mental health concerns without fear of stigma or judgment. Providing resources such as Employee Assistance Programs (EAPs) can further support those in need.
- 2. Promote Work-Life Balance:** Encourage boundaries between work and personal life to prevent burnout. Offer flexible scheduling, remote work options, and promote taking breaks throughout the day to recharge.
- 3. Provide Mental Health Education:** Equip managers and employees with the tools and knowledge they need to recognize signs of stress and support one another effectively. Hosting workshops or webinars on stress management techniques can be invaluable.
- 4. Lead by Example:** Demonstrate your commitment to mental wellness by prioritizing self-care and advocating for its importance within the organization. When leaders prioritize their well-being, it sets a powerful example for others to follow.
- 5. Celebrate Successes:** Recognize and celebrate milestones in mental health initiatives within your organization. Whether it's implementing a new wellness program or hosting a mental health awareness event, acknowledging progress fosters a sense of accomplishment and motivation to continue the journey.

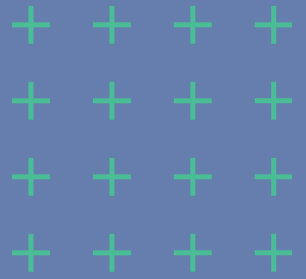
As we embrace the spirit of spring and the promise of new beginnings, let's remember to tend to the growth of our mental health with the same care and attention we give to the budding flowers outside our windows. By nurturing a culture of well-being, we not only support the individuals within our organizations but also cultivate environments where everyone can thrive.

Here's to a season of growth, renewal, and prioritizing mental health.



APRIL 5TH, 2024

NETWORKING OPPORTUNITY



THANK YOU TO OUR SPONSOR:



OUR PURPOSE IS PEOPLE.

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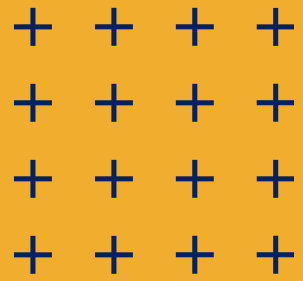
Location: Foghorns
1400 Highway 412 W.
Siloam Springs, AR 72761

AFTER HOURS NETWORKING
6PM - 8PM



APRIL 5TH, 2024

CLUB 24 >>> WINNERS!



EXCITING NEWS FROM CLUB 24!

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CLUB 24
MARCH
WINNER!!

-TICKET- **-TICKET-**

MANDI
RAGSDALE
BROWN & BROWN
INSURANCE SERVICES

Please email Alison Ward with any questions or suggestions you may have for NOARK CLUB24 at award@1stemployment.com

WWW.NOARK.ORG

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-TICKET- **-TICKET-**

GLEN MILLER
THE HR TREE

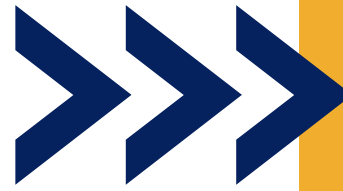
Please email Alison Ward with any questions or suggestions you may have for NOARK CLUB24 at award@1stemployment.com

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THANK YOU!



APRIL 5TH, 2024



EXCITING NEWS FROM CLUB 24!

Join the fun with Club 24's Monthly Drawings! ✨

🎫 Ticket Options:

- **Single:** \$24
- **Special Deal:** 4 for \$80

📁 Your Ticket Includes:

1. **Entry into Monthly Drawings:** Thanks to BHC, every ticket enters you to win \$100!
2. **More Chances to Win:** Grab our 4-ticket bundle for better odds!
3. **Persistent Opportunities:** Your ticket stays eligible for future drawings!
4. **No Need to Be Present:** Claim your prize hassle-free!



📍 How to Purchase:



- On-site at our monthly meetings.



📅 Mark Your Calendar:



Monthly Drawings: At Every Month's Membership Meeting

Don't miss out! Purchase your tickets and boost your chances of winning! 🏆💰

Thank you, **BHC**, for your generous sponsorship!

Club 24 - Where Every Ticket Holds the Key to Excitement! ✨

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CLUB 24
MONTHLY
DRAWING

BEST DEAL

1 TICKET \$24

4 TICKETS \$80

Your Ticket Gives You:

1. **Entry into Monthly Drawings:** Every ticket you purchase enters you into our exclusive monthly drawing for a chance to win \$100! Sponsored by BHC.
2. **Multiple Chances to Win:** More tickets mean more entries! Increase your odds of winning by grabbing our special 4-ticket bundle for just \$80!
3. **Persistent Winning Opportunities:** Even if your name is drawn, you're still eligible to win in future drawings. Every ticket is a perpetual opportunity to snag the \$100 prize!
4. **No Need to Be Present:** Busy schedule? No worries! You don't have to be present at the monthly meeting to claim your Club 24 prize. We'll make sure you get your winnings, no matter where you are.

Please email Alison Ward with any questions or suggestions you may have for NOARK CLUB24 at award@1stemployment.com

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THANK YOU!



APRIL 5TH, 2024

WHAT'S
NEW?

ADDITIONAL OPPORTUNITIES

Join Us for the Corks & Colleagues Event in Northwest Arkansas!

Hello HR Professionals of Northwest Arkansas!

We're delighted to unveil the upcoming NOARK HR Corks & Colleagues event for 2024! It's time to circle your calendars and prepare for an event brimming with networking, collaboration, and enriching discussions.

Uncork, Connect, and Engage with Your HR Peers!

This gathering aims to unite HR professionals like yourself to share insights, swap stories, and forge meaningful connections within our local community. Whether you're a seasoned veteran or just embarking on your HR journey, your participation will enhance the dialogue and contribute to our collective advancement.

Let's Elevate Our Professionalism Together!

Join us as we engage in meaningful discussions, share insights, and connect with fellow HR professionals. Together, we'll cultivate an atmosphere of collaboration and learning, ensuring a lasting impact on our community.

Save the Date!

Be sure to mark your calendars for this thrilling rendezvous. Believe us; you won't want to miss this chance to be part of such a dynamic occasion. Let's convene, raise a glass to collaboration, and pave the way for ongoing progress and triumph in our HR community.

Stay tuned for further particulars, and prepare to connect, discover, and thrive alongside your peers at the NOARK HR Corks & Colleagues event!

Cheers to collaboration and advancement!

THANK YOU TO OUR
SPONSOR:



OUR PURPOSE IS
PEOPLE.

YOU'RE
INVITED
TO NOARK'S
CORKS &
COLLEAGUES

Location: Foghorns
1400 Highway 412 W.
Siloam Springs, AR 72761

AFTER HOURS
NETWORKING
6PM - 8PM

APRIL 5TH, 2024

EXCITING UPDATES & INFORMATION

Dear NOARK Members,

Greetings! I'm thrilled to share the anticipation for the exciting changes coming to our monthly newsletter. Our aim is to consistently offer valuable insights, resources, and information to assist you in fostering healthier, happier, and more engaged workplaces.

In our pursuit of making the newsletter even more impactful, we're currently implementing a series of updates to enhance your reading experience. These changes include the introduction of sponsors, additional resources, and even more insightful content. We firmly believe that these enhancements will empower you with the knowledge and tools to successfully navigate 2024 and beyond.

While progress is our goal, we also recognize the potential for minor hiccups. If there have been any unintentional omissions or inconveniences in recent editions, please accept our sincere apologies. Rest assured, we are actively addressing these issues and working diligently to ensure they do not recur in the future.

Our commitment to delivering the most relevant and up-to-date information remains steadfast. As we move forward, we encourage you to share your thoughts, ideas, and suggestions to make our newsletter even more beneficial to you and your organization.

We're genuinely excited about the journey ahead and look forward to advancing our mission of helping you create better long-term outcomes for your workforce. Thank you for your understanding and continued support.

Best regards,

[Dustin Bro](#)

NOARK Chapter Administrator



NOARK BLOGS:

- **[Emerging Professionals Blog](#)**
- **[Legislative Blog](#)**
- **[Diversity Blog](#)**



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HR TRENDS REPORT 2024

What HR trends are
making waves in 2024?

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2023

NOARK WAGE & BENEFITS SURVEY

The NOARK Wage and Benefits Survey compiles valuable reward data from employers throughout Arkansas. The survey includes job descriptions, compensation ranges, health and welfare benefit plans, as well as other reward information.

NOW AVAILABLE!

[Purchase Here!](#)

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- **Compliance**
 - Ensure your organization meets legal and regulatory requirements.
- **Benchmarking**
 - Compare your compensation packages with others in Arkansas.
- **Cost Control**
 - Optimize compensation costs while maintaining competitiveness.

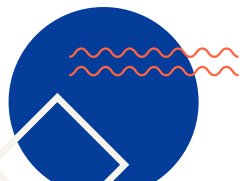
www.noark.org/noark-wage-and-benefits-survey_id63

2023 Pricing

| | |
|----------------------------|-------|
| Member Participant | \$175 |
| 2022 ACA Participants | \$175 |
| Member Non-Participant | \$325 |
| Non-Member Participant | \$325 |
| Non-Member Non-Participant | \$485 |

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Inclusion, Equity, & Diversity



DUSTIN BRO
Chapter Administrator

Meet our team!



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Certification/Membership



Nicole Parsons
Workforce Readiness



Alison Ward
SHRM
Foundation/Fundraising



Tina Gilbert
LEGISLATIVE CHAIR



CAMILLE DUNSHEE
Outreach Director



KRISTIN BRO
Programs Chair