



January - March 2026
Quarterly newsletter

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NORTH COUNTRY HUMAN RESOURCES ASSOCIATION

SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM)
AFFILIATED PROFESSIONAL CHAPTER #0559
PO BOX 8302, WATERTOWN, NY 13601

WEBSITE: [HTTP://NORTHCOUNTRYHRA.ORG](http://NORTHCOUNTRYHRA.ORG)

Message from the President:



Danielle Young, aPHR, SHRM-CP

As I step into the role of president of the North Country HR Association for the first time, I do so with deep gratitude, humility, and excitement for what lies ahead.

HR is, at its core, about people—and my hope for this year is that we continue to build a community where connection, learning, and support thrive (pun intended since I work at THRIVE). I want our association to be a place where we not only grow professionally, but also genuinely enjoy showing up for one another, sharing ideas, and having a little fun along the way.

In a field often defined by policies, compliance, and complex challenges, it's essential that we never lose sight of the human side of HR—the empathy, creativity, and care that drive meaningful workplaces. Together, I look forward to fostering an inclusive, engaging, and energizing community that reminds us why we chose this field.

Yours in Service,
Danielle



Meet the NCHRA Board

2026 Officers



Danielle Young, President

Danielle Young—new President, mom of two, beagle lover, and proud thrifter. Danielle brings passion, personality, and a people-first mindset to everything she does. Equal parts HR leader and girl boss, she's all about building strong communities, finding hidden gems (in closets and in people), and leading with both confidence and heart.



Robert Kuklinca, Vice President

Robert Kuklinca is a multi-state Human Resources Manager with experience in compliance, policy development, and modernizing HR systems across manufacturing and service industries. He currently supports both Ox Specialty Paper and IMEC, leading initiatives that strengthen employee relations, training, and organizational infrastructure. Robert also serves as a Volunteer EMT for Lewis County and is a former board member of LCSR. He is the Vice President of both the Carthage Area Chamber of Commerce and NCHRA. Outside of work, he enjoys spending time with his dogs and friends, and traveling whenever he can.

Meet the NCHRA Board

2026 Officers

Kasey Jo Martin, Treasurer



Kasey Jo Martin works at Feed Ingredient Trading Corp in the Accounting Department. She obtained her bachelor's degree in Psychology with a minor in communication and then went on to complete her Accounting degree. She has been working in Human Resources for over fifteen years, and has earned her SHRM-CP certification and is currently serving her second term on the board as the Treasurer. She has a passion for personal growth and development as it pertains to her professional and personal life. While she's a self-proclaimed wordsmith (just ask about her Wordle streak) who enjoys reading and the occasional introspective hobby, like binging a show on Netflix or surpassing level 12,000 in Candy Crush, she also enjoys camping, kayaking and everything fall (yes, she really is that basic).

Tara Bohon, Secretary



Tara Bohon is an experienced Human Resources leader with over five years dedicated to advancing people-centered practices in the nonprofit sector. After beginning her career in retail leadership, she transitioned into HR to better support employee development and strengthen community impact. Tara holds both a bachelor's degree and a master's degree in education from SUNY Potsdam, specializing in organizational performance, leadership, and technology utilization. A Watertown native, she is committed to fostering a positive workplace culture that supports both staff and the agency's mission. Outside of work, Tara enjoys spending time with her fiancé and two dogs, as well as reading, crocheting, and bowling.

Meet the NCHRA Board

2026 Board Members



Chris Randall

Chris is the Director of Human Resources at River Hospital, Inc., bringing energy and expertise to every aspect of his role. He excels in recruitment, training and development, employee relations, and performance management. Throughout his career, Chris has been passionate about building positive workplace cultures and driving organizational success. Known for his strong work ethic, exceptional organizational skills, and genuine enthusiasm for human capital management, Chris is dedicated to creating environments where employees feel supported and organizations truly thrive.



Victoria Peck

Victoria Peck, SHRM-CP, is an HR Manager for The Arc Jefferson - St. Lawrence and enjoys putting a focus on coaching, mentoring and leadership development. In addition to being SHRM certified, she is also a Certified Orange Frog Trainer which is a parable and workshop from the International Thought Leader Network that teaches others about the importance of happiness and positive culture change. Victoria's passions outside of work include golfing and as a native of Clayton, being part of the Clayton Rotary Club and being on the St. Lawrence River. Victoria looks forward to continuing to network and grow within the HR community.

Meet the NCHRA Board

2026 Board Members



Corinne Barber

Corinne is a SHRM-CP HR professional serving the North Country with experience in employee relations, compliance, and organizational development. I am passionate about supporting people-centered workplaces and community collaboration. Outside of work, I enjoy spending time with my daughters and dog, live music, and staying involved in the community.



Stacey Frederick

Stacey is a North Country native, mom of two, and an avid volunteer who enjoys coaching and giving back to her community any chance she gets. She is currently employed at ATL as their Talent Acquisition Coordinator where she excels at building meaningful connections and matching talent with ideal career opportunities, all while balancing her family and community commitments.

Meet the NCHRA Board

2026 New Board Members



Alayna Defranco

Alayna is a North Country native and a SUNY Oswego graduate with a Bachelor's degree in Human Resources Management. She brings over four years of HR experience and has been part of BCA Architects & Engineers for three years, where she values contributing to community-focused work and building strong relationships. Outside of work, Alayna has trained in mixed martial arts for nearly nine years and enjoys traveling and binge-watching new series in her downtime.



Rebecca Rayburn

Rebecca serves as the Controller and Human Resources Coordinator for Aubertine and Currier Architects, Engineers & Land Surveyors, PLLC, where she combines her accounting expertise with a passion for supporting employees and maintaining efficient, fair business operations. She earned her master's degree in accounting from Franklin University and values creating systems that help both people and the organization thrive. She never imagined she would end up in the HR world, but here she is and absolutely loving it! Outside of work, she helps her husband on their beef cattle farm and is always working to perfect her gluten-free baking skills.

Meet the NCHRA Board

2026 New Board Members

Chelsea Weir



Chelsea currently works for LITTLE TREES in Watertown as the Manager of Recruitment & Retention. She relocated to the North Country from northern California in 2021 and has fallen in love with everything this area has to offer. Her and her husband enjoy spending time on Lake Ontario and hiking.

Cheyenne Hammond



In August 2025, Cheyenne started working as HR Specialist at the Children's Home of Jefferson County. She is currently pursuing her master's degree at SUNY Potsdam, majoring in Management. Her goal for 2026 is to obtain her SHRM certification. She is excited to be a part of the NCHRA board, and looks forward to meeting and working with everyone.

NCHRA 2026
ANNUAL
CONFERENCE



Save the Date

LUCK, LEADERSHIP AND LEVERAGING TALENT

3.18.2026

HILTON GARDEN INN

7:30AM - 4:00PM

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

 North Country
Human Resources Association

OUR SPEAKERS

NCHRA
CONFERENCE
2026

CREATING YOUR
OWN LUCK
WITH QUATRELL
WALKER

BUILT DIFFERENT



GENERAL LABOR &
EMPLOYMENT UPDATE
WITH MICHAEL
SCIOTTI

BARCLAY DAMON



PERSONALITY
DIMENSIONS
WITH STEPHANIE
HOXIE

Lucky to Lead: Using Creativity
and Self-Care to Strengthen
Leadership

WITH LIZ STEVENS,
MA, ATR, LCAT,
CASAC



REGISTER NOW AT WWW.NORTHCOUNTRYHRA.ORG



North Country
Human Resources Association

Save
the
Date!

Upcoming Member's Meeting Schedule

Date:	Time:	Venue:	Topic:	Presenter:
2/24/2026	11:45AM	Virtual	Translating the Value of Benefits in Employee Retention	TBD
3/18/2026 NCHRA Conference	TBA	Hilton Garden Inn	Luck, Leadership & Leveraging Talent	Barclay & Damon x2 Adrienne Schliebe Culture Topic
4/21/2026	11:45AM	In Person; Thrive	Performance Management	Jeanette Hardy
5/19/2026	11:45AM	In Person; TBD	De-Escalation in Conflict	TBD - working with Josh Cox
6/16/2026	11:45AM	In Person; TBD	Strategic HR Partnership	Panel of CHROs



*Do you know anyone
interested in joining NCHRA?*

FILL OUT YOUR APPLICATION NOW:
[HTTPS://NORTHCOUNTRYHRA.ORG/MEMBERSHIP](https://northcountryhra.org/membership)



WE NEED YOU

NCHRA Professional Membership Benefit Guidelines

1

REIMBURSEMENT FOR 1/2 THE SHRM-CP COURSE FOR 1 PROFESSIONAL MEMBER PER YEAR

2

REIMBURSEMENT FOR 1/2 THE EXAM FEE FOR SHRM-CP EXAM FOR 1 PROFESSIONAL MEMBER PER YEAR*

3

NYS SHRM HR CONFERENCE REGISTRATION & HOTEL PAID FOR 1 PROFESSIONAL MEMBER PER YEAR

4

REIMBURSEMENT FOR 1/2 THE COST OF A SHRM MEMBERSHIP - 1 MEMBER PER MONTH

5

OTHER: FUNDING FOR HR RELATED SEMINARS, ONE-DAY CONFERENCE, PROFESSIONAL DEVELOPMENT, AND TRAINING EVENTS



SEE FULL DETAILS HERE:

PROFESSIONALMEMBERBENEFITGUIDELINES.PDF
(NORTHCOUNTRYHRA.ORG)

Ask NCHRA

If you or your team have any HR related questions, please send them over to Danielle:
leadership@northcountryhra.org



“The only stupid question is the question that is never asked.”
— Ramon Bautista

If you have any open HR positions you'd like to send to the group, please send them over to Danielle:
leadership@northcountryhra.org





North Country Human Resources Association

**Join
Us!**

Volunteer with NCHRA – a great way to connect to the North Country area Human Resources community, grow your skills, and have a lot of fun with others committed to supporting the professional growth of HR practitioners. Volunteers on all committees must be current members of the NCHRA chapter. You will be contacted by a member of our Board of Directors.



Complete the volunteer interest form here:

<https://forms.office.com/r/r1y9SzL020>

Committees & Volunteer Opportunities



Diversity, Equity & Inclusion

Contact: Victoria Peck



Government Affairs

Contact: Robert Killmer



Workforce Readiness

Contact: Corinne Barber



NCHRA Membership
Contact: Danielle Young

SHRM Membership
Contact: Tara Bohen



**SHRM Certification
Professional Development**

Contact: Danielle Young
dyoung@thrivenny.com





North Country
Human Resources Association

HUMAN RESOURCES

SHRM-CP/SHRM-SCP Certification Preparation Course

Sept. 2, 2026 - Dec. 9, 2026

Watertown - Hybrid Class

Wednesdays, 5:00PM - 8:00PM

REGISTER TODAY!

GET CERTIFIED FOR A CAREER IN HUMAN RESOURCES!

This course uses the SHRM Learning System to help you learn and apply HR knowledge and competencies to real-life situations, and prepare for SHRM certification. Attendance and class discussion is required. Cost of class is \$1500, books included. Registration opens Mar. 17, 2026 and closes Aug. 4, 2026.

TRAINING INCLUDES

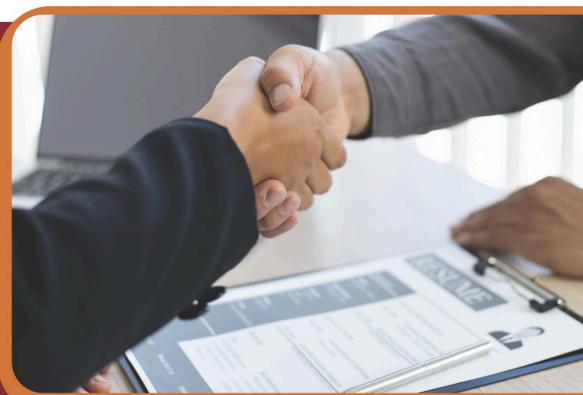
- HR knowledge & competencies
- SHRM Learning System
- Preparation for certification test
- Class discussion
- Attend in person or via Zoom

315-786-2233

ced@sunnyjefferson.edu

www.sunnyjefferson.edu/workshops

VA Funding may apply.



Jefferson
COMMUNITY COLLEGE
STATE UNIVERSITY OF NEW YORK



North Country
Human Resources Association

GENTLE REMINDERS

“Every problem is a gift – without problems, we would not grow.”

– Tony Robbins

“Train people well enough so they can leave. Treat them well enough so they don’t want to.” – Sir Richard Bronson