



Welcome to Our Winter Update!

A Year in Review with 2025 Chapter President, Jared Schmillen

2025 was a year where our Chapter adapted to the changing landscape of Employee Benefits. We offered a mix of in-person events and virtual education sessions and coffee conversations. The biggest highlight in 2025 was hosting the 44th Annual ISCEBS Employee Benefits Symposium.

We continue to be a vital resource to our members and prospective members in the Twin Cities benefits community. We are also excited for the educational and networking opportunities that will be coming in 2026. If you have a topic you are interested in hearing more about or are interested in volunteering on a Chapter committee, please contact us at tciscebs@gmail.com.

Highlights from 2025 included:

- We hosted the 44th Annual ISCEBS Employee Benefits Symposium in downtown Minneapolis in September.
- The Education Committee held Spring and Fall showcase events at the Golden Valley Country Club in which benefits professionals gathered to learn and network.
- The Sponsorship and Networking Committee held happy hour events throughout the year to allow attendees to network in an informal setting and discuss current events in benefits.
- The Social Media, Membership and Marketing Committee continues to publish a quarterly newsletter that delivers timely updates to our members and reaches out to the benefits community to encourage membership and engagement.

As 2025 comes to a close, I would like to thank all of the volunteers on [the Board](#) and our [Committees](#) for giving their time to make our Chapter so successful. I would also like to thank our [Sponsors](#) for making everything we do possible!

We look forward to all that 2026 will bring and continuing to provide educational and networking opportunities to the Twin Cities benefits community.

Best Regards,
Jared

Look for a message from 2026 Chapter President Angela Subera in our next newsletter, sharing what's ahead in the coming year.

Join Us for a Coffee Conversation: Member Welcome and Hot Topics & Trends to Watch in the New Year

Tuesday, January 13, 2026 • 11:00 a.m. – 12:00 p.m. CT
Registration is FREE for Members and Non-Members.
[Register here to join this Coffee Conversation!](#)

We have a stellar group of Benefits professionals who will share timely perspectives for 2026. Come prepared to jump into the discussion, share your experiences, and swap ideas. We expect a lively, practical conversation!

Natalie Chandler, Benefits Manager at Korn Ferry, will kick us off with a warm welcome and brief introductions for our newest members. She'll also facilitate quick polling to see how teams are adapting to Minnesota's new Paid Family & Medical Leave (PFL) requirements.

We'll then turn to retirement updates: Brent Bordson, Director of Benefits at Target, will highlight Roth Catch-Up rules and provide a concise Secure 2.0 overview - what's changed, what's coming, and what actions plan sponsors should prioritize in 2026.

Next, Grace Moran, Sales Executive at MedSurety, will offer a practical overview of Dependent Care FSAs - key administration considerations, common pitfalls, and employee education tips to increase utilization and satisfaction.

Rounding out the hour, Stephanie Carter, Director of Total Rewards at The Minnesota Star Tribune, and Natalie Chandler, Benefits Manager at Korn Ferry, will share recent plan redesigns and the employee reactions they've observed - what resonated, what surprised, and how communications made the difference.

Save the Dates: Add This Year's Chapter Events to Your Calendar

- **Tuesday, February 17** • 11:00 a.m. CT (webinar): "Let's Talk Women's Health—A Panel Discussion from Experts in the Women's Health Space"
- **Tuesday, March 17** • 11:00 a.m. CT (webinar): "Legislative Update" (American Benefits Council)
- **Thursday, April 23** • 11:30 a.m. Luncheon at The Club in Golden Valley: "Absence Management & MN Paid Leave"

Review all 2026 dates on our Chapter Events Page: tciscebs.org/events

Now Is the Time to Renew Your Membership or Join the Chapter and ISCEBS

Thank You So Much to all our members for your 2025 ISCEBS and Twin Cities Chapter membership. Your active involvement in our Chapter is so important and truly appreciated.

Now is the time to renew your Society and Chapter membership for 2026 or join for a great start to the new year!

Those who renew their Society and Chapter memberships or join both before January 15, 2026 will be included in a drawing to win a \$100 donation from the Chapter to the charity of their choice.*

Renewing or joining is easy:

Just call the Society at 262-786-8771
or visit iscebs.org/membership/join-renew.

ISCEBS membership is \$325 annually, and Chapter dues are \$60 or \$30 for retirees/individuals in transition. Call the Society directly for the retiree/in transition rate. *Be sure to check with your employer to see if they may help subsidize the cost of membership.*

As a member, you'll gain:

- Educational and networking opportunities
- Free webcasts, available live and on-demand
- Free access to the Benefits Knowledge Center - Have benefits related questions? Ask the ISCEBS specialists
- Discounts on all in-person events

All Chapter members can attend webinars for free – a \$20 value per webinar – plus receive \$20 off all in-person events. If you plan to participate in events this year, your Chapter membership pays for itself!

Let's build on the momentum and energy the Symposium brought to our benefits community by committing to membership and continuing to strengthen our Chapter together.

**501(c)(3) charitable organization, excluding political or religious organizations*

RESOURCES AND QUICK LINKS

CEBS Program: ifebp.org/cebs/home

Join/Renew Membership: iscebs.org/membership/join-renew

Membership Benefits: iscebs.org/membership/member-services

Benefits Knowledge Center: ifebp.org/resources---news/benefits-knowledge-center

WE APPRECIATE YOU!

We appreciate our members, our benefits community, and our sponsors.
Thank you for supporting the Twin Cities Chapter of ISCEBS throughout the year!

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Be Well!

Twin Cities Chapter of ISCEBS

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CONNECT WITH US

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