

progress

MAGAZINE

2021 | NOVEMBER - DECEMBER

aberdeen-chamber.com



(L to R) Cassandra Aesoph, CNP,
Danny Wolfgram, MD,
Catherine Friesen, CNP

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HORIZON
Health Care

Keeping Communities Well

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berdeen
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The Official Magazine of the Aberdeen Area Chamber of Commerce

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Meet Wade Erickson. Wade was recently promoted to Chief Executive Officer at Horizon, overseeing all 32 locations across their 28,000 square mile service area. He was born and raised in "small-town South Dakota", which strengthened his passion for the rural way of life and belief that it is important to raise children in rural America. Giving back to our communities is also important to Wade, as he has served on a volunteer fire department, is active in church, is connected to the school as head girls' basketball coach and sits on a community foundation board. Most importantly, he understands that each Horizon location has a profound impact on the towns they serve by helping sustain and uphold other important community partners like schools and churches.



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Horizon Health Care is a Federally Qualified Health Center, which is a non-profit, community-driven primary care clinic that provides high-quality primary and preventive care to all individuals, regardless of their ability to pay. Horizon is dedicated to tailoring our comprehensive services to the unique cultural and health needs in each of our communities, by removing persistent barriers to care. Founded in 1978, Horizon is a strong and healthy organization located in 22 communities across the state of South Dakota, that has served Aberdeen for 7 years. Horizon serves nearly 28,000 patients annually. When patients receive high quality preventative and primary care, it can actually reduce their overall health care costs by preventing high cost services such as emergency room visits or avoidable hospital stays. A recent study found that, on average, each patient receiving care at a Community Health Center saved the health care system 24% annually.

Our services include dedicated primary and preventative care options for all ages, including:

- Acute & Chronic Care
- Screenings
- Immunizations
- Vaccines
- Men's, Women's & Pediatric Health
- Education & Counseling
- Family Planning
- Occupational Health
- Diagnostic Lab & X-Ray Services
- Behavioral Health

Inclusion is important to us. That's why we employ Spanish interpreters as well as offer access to a service for all languages.

HORIZON

Health Care

Keeping Communities Well

MEDICAL – DENTAL – BEHAVIORAL HEALTH – TELEHEALTH – 340B PRESCRIPTION DRUG DISCOUNT PROGRAM

Medical - Horizon's medical clinics provide a broad range of health services. Our team ensures comprehensive care from birth through the senior years. Horizon Health Care has established partnerships with other health care providers to ensure patients have access to the quality care they needed. Through our partnerships, we are able to remove persistent barriers to care.

We participate with almost all 3rd party insurance companies and work with local employers to become a participating provider if their insurance company is not currently on our list.

Dental - Horizon currently has 8 dental clinics with the nearest locations to Aberdeen being in Wessington Springs and DeSmet. Our dentists provide a comprehensive array of primary and specialty oral health care. We allow them to practice within the full scope of their ability and continue to analyze data in this area so we may evaluate unmet needs and how we can impact the most people.

Behavioral Health - We believe the best approach to wellness is treating the body and the mind. Horizon's behavioral health services provide support for individuals, groups, and families at all of our community health centers through telemedicine. Our providers work diligently to erase the stigma behind mental healthcare and take advantage of the latest technology to connect with patients when and where they need us most.

Telehealth - Because of our dedication to rural South Dakota, we were into telehealth before it was mainstream. This allows us to serve our patients at the next level by connecting to Horizon clinics in other communities, our behavioral health team, and specialists at partnered health care systems.

Prescription Drug Discounts - Our connection to the 340B Prescription Drug Program allows us to contract locally, with Plaza Pharmacy, as well as many other pharmacies across the state, to offer discounted medications to our under-insured and uninsured patients.

We look forward to serving the healthcare needs of the Aberdeen community.

Chamber Office Remodel



Gail Ochs
President, IOM,
Aberdeen Area
Chamber of
Commerce

We have exciting news! The Chamber has recently begun remodeling our current office building and adjoining space located at 514 and 516 S Main Street.

We are looking forward to having a more modern and efficient space for Chamber employees to work, an enhanced leasable space in the rear of the building for tenants, and a newly designed community space. This community space with adjoining kitchen will look out onto Main Street and will be a great location for not only Chamber meetings and events, but a space that our members and community can utilize as well.

The Chamber originally purchased our Main Street property in 2003 after leasing it for a number of years. Through the years the Board of Directors has looked at relocating our office along with the

Aberdeen Development Corporation, Aberdeen Convention and Visitors Bureau, Aberdeen Downtown Association and others, to better serve our members and the community.

Now, with their close proximity to our current location, the Board of Directors felt the most cost-effective option was to remodel our current location rather than buy, lease or build another space. The cost of the remodel can be managed within our annual budget.

We anticipate completing the project by the end of March 2022. Once complete, we will invite you over to take a look! Let us know if you have any questions about the project and thank you for your support of the Chamber!

Chamber Chicken Wing Challenge Winners

The Chamber's annual Committee Chicken Wing Challenge was held during the August Business After Hours at Pierson Ford. The Judge's Choice trophy went to the Chamber Husbands for their Honey



Bourbon wings and the Board of Directors took home the People's Choice award with their Prairie Fire flavor. Way to go!



Legislative Cracker Barrel Dates Announced

The Aberdeen Area Chamber of Commerce is hosting three legislative cracker barrels in early 2022. The sessions, which are free and open to the public, will be held from 10 am to 12 noon on Saturday, January 29th, Saturday, February 12th and Saturday, March 5th. Legislators from Districts 1, 2, and 3

representing Brown County will be invited. The forums will be held in the NEW Kessler's Champions Club in the Barnett Center, overlooking Dacotah Bank Stadium on the NSU Campus and will be broadcast live on www.dakotabroadcasting.com.

This is an excellent opportunity for constituents to publicly discuss issues of importance. Ensuring that laws and legislation remain conducive to Aberdeen's healthy and vibrant business climate is a top priority for the Aberdeen Area Chamber of Commerce and providing this type of structure for business leaders to communicate effectively with government is one of the ways we provide this. Rolls and coffee will be provided.

Chamber Leadership

Executive Board

Robert Goscicki, Chair
 Kellie Kolb, Chair-Elect
 Katie Washnok, Vice Chair
 Todd Forkel, Treasurer
 Dr. Sandra Welling, Secretary
 Jack Hollinsworth, Past Chair

Area Federal Credit Union
 SD Mfg & Tech Solutions
 Blackout Industries
 Avera St. Luke's
 Presentation College
 JDH Construction

Staff

Gail Ochs	President
Lisa Anderson	Marketing & Collaboration
Stacie Wiedebush	Finance & Administration
Kami Spieker	Membership & Engagement
Julia Coon	Outreach & Events

Full Board

Brett Deibert	Farm Credit Services of America
Justin Feickert	Quality Quick Print
Liesl Hovel	Northeastern Mental Health Center
Brodie Mueller	Market on the Plaza
David Novstrup	Allevity Entertainment/Wylie Thunder Road
Matt Prehn	Midstates Group
Andy Rehder	3M Company
Cam Schock	Climate Control
Mike Sommers, ADC Board Liaison	Double D Body Shop
Spencer Sommers, ADA Board Liaison	CO-OP Architecture
Guy Trenhaile, CVB Board Liaison	Healthcare Plus FCU
Mike Bockorny, Ex-Officio	Aberdeen Development Corp.
Casey Weismantel, Ex-Officio	Aberdeen Area CVB
Shelley Westra-Heier, Ex-Officio	Aberdeen Downtown Assoc.

www.aberdeen-chamber.com • 605.225.2860



This magazine is a bi-monthly publication of the Aberdeen Area Chamber of Commerce.

COVER: Horizon Healthcare

INFORMATION:

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 contact Jason Pelzl at 605.225.5287 or
 1.800.456.2431

The Final Countdown

It has been my pleasure to serve as your Chamber Board Chair this past year. I began the year with a great endorsement by the 2020 Chamber Board Chair, Jack Hollinsworth:

"Next year Aberdeen has the privilege of having Robert Goscicki lead the Chamber Board as the New Chair. He is well qualified and will do a great job. It will be fun to watch him lead us after the trying time this year."

I hope I have lived up to such a great endorsement. It is bittersweet for me as I realize this will be my last article that I write for the Progress Magazine. To say the time flew by this year would be an understatement. We all worked hard to bring the energy and excitement to get the Aberdeen Area back on track.

This year, we restarted many events which were very successful after the tough year of 2020. We really got back to business. We still have a few events coming up before the year is over including Christmas with the Chamber on December 9th at the Dakota Event Center hosted by MIDCO. This is always a fun filled evening with great food, silent and live auctions, and entertainment provided by Felix and Fingers Dueling Pianos. It is always a great start to the holiday season and I hope to see you there!

During my time spent on the Chamber Board, I wished to become a better community member by volunteering, getting to know more about our business community, and to encourage growth among our future leaders. For me, perhaps the best part has been the many connections that I have made and the friendships that have been formed thanks in part to my connections with other board members and the business community.

It is with great confidence that I pass the Chair gavel on to Kellie Kolb. Kellie has a contagious enthusiasm which I am confident will lead us to further success. We have become friends and I know for certain that she will serve the Chamber members and the community well in 2022.

I wish to close out my last article reminding you for the last time, that your Chamber membership extends to you and your employees and we welcome your involvement! Whether you take advantage of our advertising opportunities, take part in one of our seminars, sponsor an event, serve on a committee, or attend one of our networking events, your engagement will help you develop your business network through invaluable connections.



Robert Goscicki

2021 Chamber Board Chair, Area Federal Credit Union



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Gypsy Days Celebration Returned to Aberdeen This Fall



After two years without a true homecoming celebration for Northern State University—due to weather and the pandemic—the campus community and all of northeast South Dakota was ready to paint the town maroon and gold for Gypsy Days 2021.

And the celebration didn't disappoint, with festivities including the 105th annual parade and the first homecoming football game ever held in the new Dacotah Bank Stadium.

Students held numerous fun activities throughout the week of Sept. 27, culminating with coronation and the Bonfire Bash. This year's Royalty were Queen Ashley Bruzek and Marshal Garret Thompson.

On Saturday, Oct. 2, it was a beautiful morning for the Gypsy Day Parade, with hundreds of people lining Aberdeen's Main Street to enjoy the spectacle of floats by campus groups, community organizations and area businesses.

On the athletic side, the NSU volleyball, soccer, swimming and football teams were in action, with Wolves fans packing Dacotah Bank Stadium for Saturday's football game.

NSU Director of Athletic Development and Revenue Generation Laci Hettick said she heard a friend and fellow alum comment that in the past, you chose Northern for the great people and sense of community, not necessarily because of the facilities or amenities.

The campus improvements over the past few years have changed that.

"Now, looking at the new Harvey Jewett Regional Science Center, the new residence halls, practice facilities, soccer field, softball field and football stadium, NSU students and the community have both," Hettick said. "As alumni, we are proud to see our university grow, adapt, and change with the current times."



SD CEO East Women's Business Center Launched with First Director

In January, the U.S. Small Business Administration announced approval for a second Women's Business Center (WBC) in South Dakota. The new center, SD CEO East WBC, opened August 30, 2021, in the Zeal Center for Entrepreneurship in Sioux Falls. The new WBC joins the efforts of the SD CEO West WBC in Spearfish. Both SD CEO WBCs provide training, counseling, and technical assistance to aspiring women business owners and entrepreneurs across the state.



The new center welcomes Ashley Biggar as the first Director. Previously, Ms. Biggar was Director at the Brookings Chamber as well as Founder of Creative Impressions, a Brookings-based small business. She brings 20 years of business development experience to SD CEO.

Ms. Biggar will develop programs, provide free business advising, and oversee day-to-day operations of the new center. For more information on the new center, contact Ashley Biggar by e-mail, Ashley.Biggar@BHSU.edu.

EAT DRINK and BE MERRY

CHRISTMAS WITH THE CHAMBER
FEATURING FELIX & FINGERS
DUELING PIANOS

December 9th, 2021
5:15PM
Dakota Event Center

Sponsored by:

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aberdeen
AREA CHAMBER OF COMMERCE

Much to Know About the SD Legislature in Coming Months

Elections come up more rapidly than most of us can keep up with them! Yet, it is critical that businesses keep up with these details and their importance.

Between the writing of this article, and the time when you can read it, many key steps will be taken in the process.

1) A redistricting plan will be recommended to the SD Legislature. This is a big deal to Aberdeen and Northeast South Dakota, given our population and enormous geographic coverage we have. This is happening as we write this.

2) The SD Legislature will meet in Special Session to adopt a redistricting plan on November 8 and 9. This is required by the constitution and is done every 10 years after the decennial census. Of course, Aberdeen grew again, so these issues are of even greater importance.

3) So, that means that our legislative candidates for the 2022 Primaries and General Election will have new legislative boundaries. We'll have to keep an eye out for those boundaries as we recruit candidates, support candidates and decide who to support. By Nov. 9, we will know our new legislative boundaries, and, therefore, who might run for office to represent us.

4) The state's budget address will be presented on December 7 by the Governor. This sets the stage for many of the legislative and appropriations issues at the 2022 Legislative Session.

5) January 1, 2022, is the date on which candidate for next year's elections can begin circulating their nominating petitions.

6) January 11, 2022, is the start date for the 2022 Legislative Session! They meet for 38 legislative days this year.

7) March 10, 2022, is the 37th Legislative Day.

8) March 28, 2022, is Veto Day! So, they will wrap up before we know it.

9) March 29, 2022, is the Candidate Petition Filing Deadline for candidates registered as Republican or Democrat.

10) April 26, 2022, is the Independent Candidate Petition Filing Deadline.

11) June 7, 2022, is Primary Election Day.

12) November 8, 2022, is General Election Day.

So, it's not too soon to start thinking about who might represent us in the future, including who might be willing to run in the 2022 elections, so they can serve our great area.

Feel free to contact me if you have additional questions.

Johnson is an Aberdeen attorney and Registered Lobbyist at the SD Legislature, where she has served for a great many years. She represents small business, HR, employment law, economic development, housing, nonprofit and other issues at the legislature.



Julie Johnson

Attorney at Law
and Registered
Lobbyist

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 LES MISÉRABLES • HAIRSPRAY • COME FROM AWAY
 DISNEY'S FROZEN • INTO THE WOODS • SISTER ACT

NOVEMBER 12TH - 15TH
AT THE CAPITOL THEATRE 415 S. MAIN ST. ABERDEEN, SD 57401

GENERAL ADMISSION TICKETS
 ADVANCE | November 1st-11th | \$22
 DOOR | November 12th-15th | \$24

BOX OFFICE LOCATIONS
 IN PERSON: Riddle's Jewelry
 BY PHONE: 605-225-2228
ONLINE: AberdeenCommunityTheatre.com



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Ambassador Visits



New Business

All the Smoke & Vape Shop
522 Moccasin Dr • 605-262-0108



New Business

Appoise LLC
10 Railroad Ave SW • 605-846-0725
appoisesd@gmail.com • appoise.com



Expansion

Banner Engineering

715 N Brown County 19 • 605-225-0225
thanigan@bannerengineering.com • bannerengineering.com



New Business

Beyond the Balloon

1 N Main St, Ste 221 • 605-228-1789
beyondtheballoon@gmail.com • beyondtheballoon.square.site



Groundbreaking - New Location

Conklin Clinics

2120 8th Ave NE • 605-725-4772
ginger@conklinclinics.com • conklinclinics.com



New Business

Fairfield Inn & Suites

2901 6th Ave SE • 605-229-9990
austin.deslauriers@marriott.com
marriott.com/hotels/travel/abrfi-fairfield-inn-and-suites-aberdeen-sd

Ambassador Visits



New Business

Hub City MMA & BJJ
206 S Dakota St • 605-216-4005
hubcitymmabjj@gmail.com • hubcitymmabjj.com



New Business

Lunar Realty LLC
102 S 2nd St • 605-228-5494
mcmaster@nvc.net • lunarrealty.chime.me



Expansion

Northern State University
(Dacotah Bank Stadium & Koehler Hall of Fame Field)
1200 S Jay St • 605-626-2521
northern.edu



New Business

Rustic Cuts Laser Creations & Design
Columbia • 605-380-6201
lthh4@yahoo.com



Expansion

Sertoma Plaza (at Storybook Land)
2300 24th Ave NW



Relocation

Shoe Science
315 S Main St • 605-225-5111
shoescience14@gmail.com • facebook.com/shoescienceaberdeen

Ambassador Visits



Three22 Kitchen & Cocktails
322 S Main St • 605-725-4322
info@three22kitchen.com • three22kitchen.com



The Zoo Bar
1017 S Main St • 605-225-9539
justzooit.com

Committee Visit



The Chamber's Health & Wellness Committee met at the Avera Human Performance Center for their October meeting.

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SHOP SMALL®**

Hat & Mitten Drive
OCTOBER 18 - DECEMBER 13

Chamber Ambassadors are collecting **NEW** hats & mittens for elementary children in the Aberdeen Area.

*Cash Donations will be used to purchase new hats and mittens.

Collection boxes are placed at the following locations:

Aspire (607 N 4th St)
Banner Engineering (715 N Brown County 19)
C-Express 6th Ave (2303 6th Ave SE)
C-Express 8th Ave (1202 8th Ave NE)
Century 21 Investment Realtors (1408 6th Ave SE, Suite 1)
Chamber of Commerce (516 S Main St)
Finishing Touch Design Studio (302 S 2nd St)
Great Western Bank, Downton (119 6th Ave SE)
Great Western Bank, East (1805 6th Ave SE)
NVC (2211 8th Ave NE, Suite 1101)
Plains Commerce Bank (524 S Dakota St)
Runnings (1815 6th Ave SE)
The Workshop (208 S Main St)

Monetary donations may be dropped off at the Chamber office, 516 South Main Street, and the funds will be used to purchase new hats, mittens and gloves for distribution.

Diplomat Visits



Behavior Care Specialists Learning Center
 405 S Washington St • 605-262-2162
intake@behaviorcarespecialists.com
behaviorcarespecialists.com



Builders First Source
 201 1st Ave SE • 605-225-7700
aberdeensales@bldr.com
bldr.com



Centennial Homes Inc
 322 S Vivian St • 605-225-8301
chad@centennialhomes.com
centennialhomes.com



Dagel, Jakober & Associates – Ameriprise Financial Services Inc
 1120 8th Ave NE • 605-226-8220
ameripriseadvisors.com/charles.e.jakober/profile



Dakota Outdoors
 402 S Main St • 605-229-0123
dakotaoutdoors@midconetwork.com
facebook.com/Dakota-Outdoors-107424052649737



South Dakota Community Foundation
 1 N Main St, Ste 208A • 605-380-2491
pgallagher@sdcommunityfoundation.org
sdcommunityfoundation.org

Milestone Anniversaries

Congratulations to these businesses and organizations on their milestone anniversaries!



Aberdeen Floral LLC
2020 8th Ave NE, Ste 8 • 605-725-4232
aberdeenfloral.com



Conklin Clinics
1409 6th Ave SE, Ste 5 • 605-725-4772
conklinclinics.com



Ridgeline Massage Therapy
2211 8th Ave NE, Ste 3102 • 605-262-0295
ridgelinemassage.com



READiTECH
9 5th Ave SE • 605-262-1011
drnreaditech.com



Magnum Companies
504 N Corporation St • 605-339-3804
magnumlog.com



Century 21 Investment Realtors
1409 6th Ave SE, Ste 1 • 605-225-7179
century21aberdeen.com



Presentation College
1500 N Main St • 605-225-1634
presentation.edu



Avera St. Luke's Hospital
305 S State St • 605-622-5000
aver.org



Northern State University
1200 S Jay St • 605-626-2521
northern.edu



Presentation Sisters
1500 N 2nd St • 605-229-8412
presentationsisters.org



2022 Ag Appreciation Banquet
Friday, January 21 - Dakota Event Center



Follow updates at aberdeen-chamber.com/events-programs/ag-appreciation-banquet

Aberdeen Receives State Workforce Recruitment Program Funds



The Aberdeen Development Corporation, in partnership with the City of Aberdeen and the Aberdeen Area Chamber of Commerce, is proud to announce the Governor's Office of Economic Development has awarded Aberdeen a workforce recruitment grant in the amount of \$95,000.

"We are thrilled to receive these funds. We look forward to working with the businesses in Aberdeen to assist them in filling open positions within their establishment. We are grateful to the City of Aberdeen for providing matching funds for this program, thankful for the Aberdeen Area Chamber of Commerce for their assistance and to the GOED for providing the funds to try and alleviate the workforce shortage," said Michael Bockorny, CEO of the Aberdeen Development Corporation.

Healthy Aberdeen

Aberdeen was presented with the 2021 Healthy HometownSM Powered by Wellmark Community Award during the Chronic Disease Prevention & Health Promotion Annual Partners Meeting held virtually on Tuesday, Oct. 12. The award recognizes Aberdeen for its accomplishments in health improvement initiatives within the community.

"We are pleased to present Aberdeen with the 2021 Healthy HometownSM Powered by Wellmark Community Award," said Laura Jackson, Wellmark's chief health officer. "The work that has been done within the community earned them the title of 2021 Healthy Aberdeen. To celebrate this important work, Aberdeen will also receive \$5,000 to continue improving the physical, social and emotional well-being of the community."

Some noteworthy achievements in Aberdeen include:

- Establishing the Malchow Plaza, a space for visitors and community events that includes a public art installation and new office spaces for local nonprofits.
- Installing a high-visibility crosswalk with solar-powered LED lighting in a school zone to improve safety.
- Enhancing a crosswalk used by health care workers by adding signage, LED lighting and in-road stop bars
- Creating public art in downtown storefront windows.

"We have a small but mighty group of community stakeholders who have consistently and diligently worked to make Aberdeen a healthier place to live, work and play," said Lisa Anderson, who's with the Aberdeen Chamber of Commerce. "We are grateful for the support we have received from Wellmark, and are excited to make improvements with these funds, as we

PROGRAM GUIDELINES & APPLICATION

One of the most effective methods to truly grow our community is to add workers to the labor force, not recirculate existing employees from one local employer to another. The Aberdeen Workforce Recruitment Program is designed to bring new, highly skilled workers to our community, and retain college graduates. It offers local employers up to \$5,000, per open position, to assist them in creating robust, attractive worker incentive packages to fill jobs.

Scan the QR code to learn about program guidelines and complete an application.

QUESTIONS?

For questions and preapprovals, please contact Taylor Hanson at the Aberdeen Development Corporation at (605) 229-5335 or taylorhanson@adcsd.com.

are committed to continue the work for years to come."

The Healthy Hometown Powered by Wellmark Community Award celebrates the successes achieved by communities to make South Dakota a healthier, more



active place to live. To find out more information about this initiative, visit Wellmark.com/HealthyHometown.



Members of the Healthy Hometown workgroup on hand at a recent meeting include Lisa Anderson, Aberdeen Chamber; Megan Erickson, SDSU Extension; Annie Jacobson, Sanford; Michael Thorme, City of Aberdeen and Angela Huffman, Aspire.

Inaugural Manufacturing Month Celebration

October 2021 marked the first annual Manufacturing Month celebration hosted by the Aberdeen Chamber. On Thursday, October 8, local manufacturer representatives were on hand to share their processes and products with students from ATEC Academy as well as the Business After Hours

attendees. The Chamber's Workforce & Education Committee has been working on this event for the past year and a half and plans to continue to grow the scope and size of the components of Manufacturing Month, which celebrates local manufacturers.



Youth Career Expo Returns

After a year off due to COVID-19, the Youth Career Expo was back on campus at NSU on September 30th with approximately 1,200 high school Juniors and Seniors from 17 schools in attendance. This event, in its 11th year, is in conjunction with the Post High Planning Days put on by Dakota Association for College Admission Counseling. Twenty-eight local employers and organizations were on hand to spend time with the students to answer questions about career paths and link career options with the skills, qualifications, aptitudes, and interests of these students.



COLLEGEpalooza Scholarship Winners

Two local students received college scholarship from the COLLEGEpalooza event that took place downtown on August 26th.



Gail Ochs, Aberdeen Chamber; Has Law Eh; and Sean Blackburn, NSU

The Presentation College scholarship winner was McKynna Bungard.

Hsa Law Eh was the winner of the Northern State University scholarship.



Gail Ochs, Aberdeen Chamber; India Klipfel, PC; and McKynna Bungard

**Thank you
to Dacotah
Bank and
Plains
Commerce
Bank for the
scholarship
donations.**

Congrats to the 2021 ABBY Award Winners!



Agribusiness
SDSU Extension – Aberdeen Regional Center



Bridge Builder
3M Company of Aberdeen



Community Involvement - Business
Dakotaland Federal Credit Union



Community Involvement - Non-Profit
Sleep in Heavenly Peace



Customer Service - Retail
Brides 'n Belles



Customer Service - Service
Jobber's Moving & Storage Company



Health and Wellness
Northeastern Mental Health Center



Manufacturing
Demkota Ranch Beef



Professional Services
Love to Travel



People's Choice
Sanford Aberdeen

The ABBY Awards program is hosted by the Aberdeen Area Chamber of Commerce and sponsored by the Aberdeen Development Corporation. It recognizes outstanding businesses and organizations in Aberdeen and the surrounding area.

All of the awards, except for the People's Choice award, are judged outside the community by professionals in the Chamber and Economic Development fields.

ATTENTION VETERANS AND/OR ACTIVE MILITARY PERSONNEL

To recognize and give back to those who have served our country, the Military and Veterans Committee of the Aberdeen Area Chamber of Commerce is proud to promote the discounts and benefits offered by Aberdeen, SD businesses to our veterans and/or active military personnel.

The discounts can also be found at www.aberdeen-chamber.com/discounts.

If your business is not currently listed, please contact the Chamber to be included. You will receive a decal that you can put in your business door or window courtesy of

13 Stripes Supply Company and Midstates Printing. This decal will let veterans or active military personnel know that you offer a discount and that they should ask you about it.



Health Insurance: What You Need to Know, Part II



Lorne Serr

Agent, Mark
Mehlhoff Insurance
and Member of
the Workforce &
Education
Committee

Last issue I shared with you the three most important terms when it comes to understanding more about health insurance. As promised, here is "the rest of the story".

Now, where does a person get health insurance? Basically, there are two ways to receive health coverage. Either through your employer or by purchasing an individual health plan. For this article I want to focus on individual health plans purchased through healthcare.gov. This is where individuals are able to get enrolled, often with the help of a licensed agent in a subsidized health plan. One thing to keep in mind is if you are offered affordable health insurance through your employer, you are not able to purchase a subsidized health plan through healthcare.gov.

Who qualifies for a subsidized health plan and what does it cost? Here are a couple examples to consider:

- A family of 4 with a household income of \$75,000.00
 - Health insurance plans starting with monthly premiums of \$0.00 per month.
- A married couple considering retirement. Both age 62 with a household income of \$50,000.00
 - Health insurance plans starting with monthly premiums of \$0.00 per month.
- A family of 6 with a household income of \$125,000.00

- Health insurance plans starting with monthly premiums of \$250.00 per month.

- A married couple with no kids both age 60. Earning \$200,000.00 per year.

- Health insurance plans starting with monthly premiums of \$700.00 per month.

If you are reading this and wondering, "Will one of these plans work for me?" There are a couple questions you need to answer.

1. Are you offered health coverage through your employer?

2. If so, is the coverage considered "affordable"?

3. If you are not offered coverage through your employer, or if the coverage you are offered is considered unaffordable, you may qualify for a health plan with a premium as low as \$0.00 per month.

What is the next step? Call an agent and start asking questions. If you currently have a health plan and you feel the premium is too high, there is a chance that your monthly premium can be greatly reduced or potentially eliminated.

Open enrollment began November 1, 2021, so now is the time of year when you can enroll in a health plan for 2022. Income guidelines have recently increased as well as the amount of subsidy people are eligible for. Call an agent and find out what options are available.

Let's talk about benefits that suit your employees and your budget.

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W-2019554 08/18

Our Favorite Season? Pheasant!

It's no secret that the Aberdeen Area Convention and Visitor's Bureau's favorite season is pheasant!

We kicked off Rooster Rush 2021 with our inaugural Pheasant Phestival Pup Crawl dog social, welcoming hunters at the airport and the world-famous World War II pheasant sandwiches.

Now that the opener is behind us, we want to remind everyone that pheasant season is far from over; it goes through the end of January. So please, continue to wear your "Dogs & Fields & Friends & Pheasants!" shirts and give our guests your best hospitality.

As we're gearing up for 2022, don't forget that we're here to help you plan your events, conferences and conventions. We can help find a venue, plan outings, provide information for out-of-town visitors and provide nametags, all completely free!

As always, we want your events! Please, submit them to our calendar at visitaberdeensd.com/submit.

Your event could be featured in our twice-monthly newsletter or on one of our videos on social media, but first it needs to be on our calendar.

Happy hunting Aberdeen!



Katherine Grandstrand
Convention Sales & Marketing Director,
Aberdeen Area Convention & Visitors Bureau

South Dakota FAST Launch

When you are launching a company, there is always a need for good resources and information. Surround yourself with resources by participating in the virtual business boot camp, part of the South Dakota FAST Launch program. The bootcamp is a seven-hour crash course in starting a business to be held on either November 6 or December 4 from 8:30 am - 4:00 pm. The boot camp is open to any entrepreneur or existing company.

The South Dakota FAST Launch program is designed to assist South Dakota entrepreneurs and small businesses with beginning and expanding their business through the South Dakota Giant Vision Competition and SBIR/STTR funding.

NOTE: applicants must attend boot camp (virtually or in person) to apply and complete customer



South Dakota FAST Launch



discovery. Applicant is then eligible to apply for implementation funds.

If you have questions on the program, contact the Aberdeen Development Corporation at (605) 229-5335. To learn more about SD FAST Launch go to <https://www.sdbio.org/blog/south-dakota-fast-launch>.

Get your Application in for the 2022 Leadership Aberdeen Program

Leadership Aberdeen is a comprehensive leadership training program that provides participants with the opportunity to sharpen their skills, share their experiences, and make life-long connections with fellow participants. Participants will follow a 12-week curriculum which focuses on growing their individual skills by focusing on leadership attributes. The class also gains broader knowledge of the businesses, opportunities and challenges in our community through tours of local businesses and hearing from local leaders on company philosophies, goals, and success stories. Plus the class gives back to the community by facilitating a local project or event that will have a positive impact on the Aberdeen community.

Tuition is \$750.00 for Aberdeen Area Chamber of

Commerce members and \$900.00 for non-members, payable in advance of program start date. Tuition covers all program costs, including materials, meals, Aberdeen attire, and any necessary transportation. Participants are expected to attend all sessions in the belief that everyone brings their unique experience to the program. The final schedule is still being determined, but if you are interested in learning more or filling out an application, go to aberdeen-chamber.com/events-programs/leadership-aberdeen or call Gail at (605) 225-2860.



Nominations Sought For Community Champions Awards

The Community Champions Awards Luncheon, which will take place on February 8, 2022, recognizes volunteer leaders within Aberdeen and the region. Awards are presented on behalf of the Aberdeen Area Chamber of Commerce and the South Dakota Prairie Business Initiative. Award nominations are now being accepted and must be received by January 14, 2022. Award descriptions are below. If you would like to nominate someone for any of these awards, nominations can be found at aberdeen-chamber.com/events-programs/community-champions-awards-luncheon or if you prefer, call us with who you would like to nominate and we will do the rest!

- The Woman of Spirit Award. The award replaced the ATHENA Award, but like the Athena is presented to a woman who exemplifies the following characteristics: Wise, Organized, Mentor to others, Achiever, Nurturing and is Selfless, Purposeful, Inspirational, Respectful, (has) Integrity, and is a Team player..
- The George Award. This award is presented by the Chamber to an individual(s) who has worked tirelessly on behalf of the community in trying to make Aberdeen a better place to live and work. A George Award recipient has stepped up and taken the initiative, rather than "just letting George do it".
- The STAR Award. STAR stands for Students Taking Active Responsibility. The Award is presented by the



Chamber and the Volunteer Service Clearinghouse to a youth organization for their dedicated efforts in the community.

- The Emerging Leader Award is presented to an individual who is in the first years of their career and has demonstrated leadership qualities within their businesses and community. Candidates will be evaluated on whether they have active participation in associations, organizations, volunteer boards, etc.; are recognized by managers and peers for demonstrating leadership skills and standards in the workplace; and have an enthusiastic commitment to promoting and growing with the community, region and state.
- The ViTality Award. This award is presented to the individual who is the "keeper" of the regional vision, or the person who lives in the regional growth and vitality spirit every day. The ViTality recognizes individuals in a 17-county area of northeastern South Dakota who display enthusiasm for regional development. The namesake, ViTality, is in memory of Aberdonian, Vi Stoia.
- The Entrepreneur of the Year Award. In the spirit of building on Aberdeen's rich culture of entrepreneurship, the Chamber sponsor this award which recognizes local entrepreneurs and their efforts in the region.
- Military/Veterans Awards are presented by the Military/Veteran Committee of the Chamber to recognize our military, military families, Veterans and civilian advocates that have shown outstanding achievement in the military or in support of the military or Veterans in the Aberdeen area. Six awards are to be presented including: Enlisted (grades E-1 through E-4); Non-Commissioned Officers (grades E-5 through E-9); Officers and Warrant Officers (grades O-1 through O-10 & WO1 through CW5); Military families; Veteran of Armed Services; and Civilian advocate for Military and/or Veteran groups (individuals).
- The Aberdeen Area Family Business of the Year Award. This award is co-sponsored by The South Dakota Family Business Initiative, CoTrust Bank, and the Aberdeen Area Chamber of Commerce. Started in 2004, the award recognizes the accomplishments of a family business and its contributions to the community of Aberdeen and the surrounding region. Criteria includes that at least 2 family members work in the business, and/or multi-generational; positive contributions of the business to the welfare of the community; Success of the business; and an assessment of the health and unity of the family. To nominate a business for this award, email fba@usd.edu or call 605-274-9530.



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New Chamber Members

Appoise, LLC

Nicole Johnson, Owner • 605-846-0725 • appoise.com
appoisesd@gmail.com • 10 Railroad Ave SW, Aberdeen

APPOISE



Appoise is a culmination and collaboration of several wellness advocates coming together to create a space for people to honor self-care. Each advocate has something unique to offer, and as we add more layers and more friendly faces, our goal is to have people consider our group an important step in their overall wellness needs.

Beyond the Balloon

Tara & Josh Heitmann, Owners • 605-228-1789
beyondtheballoon@gmail.com
1 N Main St, Ste 221, Aberdeen
beyondtheballoon.square.site



Beyond the Balloon is a balloon artistry and decor business in Aberdeen. They specialize in large balloon decor such as balloon arches, balloon walls, and their newest addition - the balloon cart. While they specialize in event decor, they also offer the everyday birthday bouquet. Beyond the Balloon takes custom orders for any and every occasion and they offer free delivery in Aberdeen!

House Doctors Painting and Restoration

Allan Martens, Owner • 605-377-0157
housedoctorspainting.com
housedoctorspainting@gmail.com
2607 3rd Ave SE, #B203, Aberdeen



House Doctors Painting & Restoration was established in 2016 after owner, Allan, completed his internship. Locally owned and operated, House Doctors Painting & Restoration is a professional painting company that specializes in exterior, interior painting, staining, cabinet refinishing, and minor repairs. We serve Aberdeen, South Dakota, and the surrounding area. Here at House Doctors Painting & Restoration, we are focused on dependable painting services, as well as exceptional customer care for residential and commercial projects. We are passionate about our craft and strive to do the job right the first time.

Ladner Electric

Kelly Ladner, Co-Owner • 605-229-4729
kelly@ladnerelectric.com • ladnerelectric.com
418 3rd Ave SW, Ste A, Aberdeen



Ladner Electric, Inc. is a market leader in electrical design, contracting and service. Founded in 1984, Ladner's has proudly served the Aberdeen area and beyond with their expertise. Ladner Electric attributes their growth and success to the integrity and quality found in both their professionalism and workmanship. Superior client service and the high quality of craftsmanship demonstrates that Ladner's solid reputation, and tradition of values and commitment will be sure to meet clients needs and expectations. Clients count on Ladner Electric for safe and effective project management and installation.

The Zoo Bar

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lpjunt80@yahoo.com • 1017 S Main St, Aberdeen



The Zoo is the perfect place to hold your rehearsal dinner, wedding reception, milestone birthday, anniversary, corporate party, or any other special event if you are looking for a fun, unique experience for you and your guests. The outdoor patio is a great place for your guests to enjoy a beautiful summer evening. We strive to provide an affordable venue with multiple options for couples and groups in the Aberdeen area.

Chamber Big Dates

Ag Committee

Thursday, November 18, Noon, SDSU Extension Office
Thursday, December 16, 3:30 pm, TBD

Ambassador Committee

Tuesday, November 9, Noon, TBD
Tuesday, December 14, Noon, TBD

Business After Hours

Thursday, November 18, 5:15 pm, Dacotah Bank
Thursday, December 9, 5:15 pm, Dakota Event Center

Chamber Executive Board

Wednesday, November 10, 12 pm, TBD & Zoom
Wednesday, December 8, 12 pm, TBD & Zoom

Chamber Full Board

Wednesday, November 16, 8 am, ADC Board Room & Zoom
Wednesday, December 15, 8 am, ADC Board Room & Zoom

Christmas with the Chamber

Thursday, December 9, 5:15 pm, Dakota Event Center

Diplomat Committee

Thursday, November 11, 3 pm, TBD

Health & Wellness Committee

Wednesday, December 1, 3:30 pm, TBD

Transportation Committee

Tuesday, November 30, 3:30 pm, TBD

Workforce & Education Committee

Thursday, December 23, 11 am, TBD

The Chamber office will be closed the following days:

Thursday, November 25
Friday, November 26
Friday, December 24
Friday, December 31



City Government in the Fall - A Time of Wrapping Up and Looking Ahead



Joe Gaa
Aberdeen
City Manager

As I write this article in the first week of October, I have to admit I find myself in a constant balancing act of sorts. And although life may always be that way, it really rings true this time of year. I find myself and my staff wrapping up on a variety of projects and initiatives we have been working on throughout the year. While it seems we are in the final lap of 2021, we find ourselves also training for the next race- 2022. In September the City Council adopted the 2022 budget. I find the budget to be the most important part of any organization. It is the blueprint to the next year. And while surprises will arise, we can now begin detailed planning for the projects and priorities as set forth in the 2022 budget. While the City budget does not generally change too drastically from year-to-year in regards to the numbers, where those numbers fall and the initiatives they relate do change annually. Local government financing is a constant balancing act. Not unlike individual finances, as a City we have to pick what we need to focus on the most with the resources available. With that said, the 2022 budget is again full of a variety of infrastructure projects that will be noted throughout the City. I am confident we will finish 2021 financially strong and be ready to charge forward into 2022.

2021 has also been a year of planning for some large infrastructure projects in the future. If you have spent much time with me you have heard me say that water and wastewater infrastructure are major obstacles to growth in Aberdeen that we need to address. Later this month a feasibility study that looks at the opportunity to access the Missouri River as the source for our drinking water will be released. Spoiler alert: Prepare yourself for big dollar signs and years of planning and construction. This is not a project the City of Aberdeen can do alone. The success of this project will lie in the ability to bring many partners to the table. But I believe we have a shot of getting this done if we keep our chins up and work toward the end goal of access to the quality and quantity of water needed for regional growth and sustainability. On the other end

of the water spectrum, the results of a facilities plan for a new wastewater plant will also be concluded by the end of the year. A Missouri River pipeline and construction of a new wastewater plant are two major undertakings that are critical to our economic vitality.

This is also the time of year where many professional development opportunities seem to fall. I wrote this article in between sessions at the South Dakota Municipal League conference in Spearfish. This is both a time of educational opportunity and networking with cities from around the state. Several City of Aberdeen representatives are in attendance and taking notes. We have already found ourselves talking about new ideas to try when we get home. If there is one key theme that I will take from this conference is all cities in South Dakota are in the same boat. We have a strong economy with available jobs and a need for more employees. And when we do recruit new employees to our state, we need more housing to accommodate these new families. Workforce and housing. Two big buzz words in our city and state. But I am comforted to know that we have a variety of new housing construction occurring or on the horizon in Aberdeen. We are also looking at ways to partner with businesses to recruit workforce to our state. But our state is not the only one facing these issues and for that reason we must continue to spread the message that South Dakota is a great place to work, live, and raise a family. It is true. South Dakotans tend to be a modest bunch, but it's okay to tell the story of greatness that is Aberdeen, South Dakota. A couple of weeks ago my brother visited from Kansas City. He tends to be one of the biggest critics of the cities I have lived in. He was blown away by Aberdeen and the quality of life that exists here. His biggest takeaway was how friendly everyone was. I have constantly said that since I arrived. The people here are great. I truly believe the people who live here make this a great city and if given the chance, you could convince anyone to live here!

Light Up the Hub City!

Pictured is CorTrust Bank,
2020 Holiday Lighting Contest winner.

The Aberdeen Area Chamber of Commerce's Enhance Aberdeen Committee will be holding its annual business Holiday Lighting Contest. Decorate now for your chance to win! Stay tuned for a public vote via Survey Monkey to determine the winner.



2021 National Disability Employment Awareness Month



The month of October is nationally recognized as National Disability Employment Awareness Month (NDEAM). NDEAM aims to recognize the accomplishments and contributions of employees with disabilities to the workforce- and remind businesses of the importance of diverse hiring inclusion policies and practices. This year's theme was "America's Recovery: Powered by Inclusion" reflecting the importance of ensuring that people with disabilities have full access to employment and community involvement during our recovery from the COVID-19 pandemic.

South Dakota recognized NDEAM with various educational and awareness activities throughout the state including a free streaming of an award-winning documentary film "Hearts of Glass." This film showcases a high-tech agricultural start up business and the successful employment of adults with intellectual and developmental disabilities, while highlighting the importance of competitive, inclusive employment.

Governor Noem also recently recognized the 2021 Governor's Awards recipients in Pierre on October 5th. Award winners included businesses and individuals who have made significant contributions to the hiring of people with disabilities. One of Aberdeen's businesses was the recipient of the 2021 Outstanding Public/Government Employer: congratulations



to the Brown County Register of Deeds office! Roberta Nichols and her team promote diversity and inclusion through individualized training and recognizing the attributes that each team member brings to their office.

One comment made that summarizes Roberta and her teams spirit comes in the form of a JFK quote, "One person can make a difference, and everyone should try."

As you navigate through the remainder of 2021 and look into 2022, challenge yourself to be that one person striving to make a positive difference day in and day out. That light will show and encourage others to do the same.

For more information about NDEAM events, training opportunities, or hiring individuals with disabilities, please contact the Division of Rehabilitation Services at 605.626.2398 or email laura.stoltenburg@state.sd.us. You can also learn more about events and apply for services at www.dhs.sd.gov/rehabservices.



Laura Stoltenburg
District Supervisor,
Division of
Rehabilitation
Services

2021 DECK THE HALLS

Avera Foundation

Starting Monday, Nov. 8

- Participate in the online auction for the 12 Gifts of Christmas
- Spread joy by purchasing a holiday wreath for long-term care and hospice patients
- Purchase your ticket for our holiday event on Saturday, Dec. 4*

We're making a list and checking it twice! Stay tuned for more event updates and details on AveraFoundation.org/DeckTheHalls or contact the Avera Foundation office at **605-622-5887**.

*Avera Foundation is actively monitoring the COVID-19 pandemic and will make proper adjustments to the social component of the event for the safety and well-being of our communities.

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Drug Addiction and the Americans With Disabilities Act



**Kim
Dorsett**

Partner,
Richardson,
Wily, Wise,
Sauck & Hieb

The Americans with Disabilities Act (ADA) prohibits discrimination on the basis of disability in employment, state and local government, public accommodations, commercial facilities, transportation, and telecommunications. Disability discrimination in the context of employment occurs when an employer, or other entity covered by the ADA, treats a qualified employee or applicant with a disability unfavorably because of the disability. While this law is well known to many employers, many are often unaware that the ADA covers drug and alcohol addiction as a protected disability.

The ADA specifically permits employers to ensure that the workplace is free from the illegal use of drugs and the use of alcohol. However, at the same time, the ADA provides limited protection from discrimination to employees or applicants who are no longer using drugs illegally and are receiving treatment for drug addiction or who have been rehabilitated for addiction. This very issue was the subject of a lawsuit brought by the Equal Employment Opportunity Commission (EEOC).

As highlighted in a press release, Lonza America LLC, a New Jersey-based company in the pharmaceutical and medicine manufacturing

industry, will pay \$150,000 to the employee and provide other relief to settle a disability discrimination lawsuit brought by the EEOC. The EEOC's lawsuit charged that Lonza terminated a 14-year employee at its Charleston, Tenn., plant after the employee twice tested positive for a legally controlled substance. The lawsuit further alleged that although Lonza later learned that the employee was a recovering opioid addict participating in a medication assisted treatment program with a legal prescription for an opioid medication, Lonza forced him into counseling with a clinical psychologist. Lonza also conditioned the employee's return to work on his discontinued use of the legally prescribed medication.

In its lawsuit, the EEOC successfully asserted that Lonza's conduct violated Title I of the Americans with Disabilities Act (ADA), which prohibits discrimination based on disability.

"This case underscores the importance of having a staff of decision makers who understand the ADA and its protections for recovering opioid addicts," said Faye A. Williams, regional attorney for the EEOC's Memphis District Office. "The law does not support employment decisions based on unfounded fears, concerns or prejudices about a recovering opioid addict's use of lawfully prescribed opioid medication."

As this press release highlights, all employers should be mindful of any hiring practices or employment policies which make assumptions about persons with alcohol or drug addictions, or places illegal demands upon them. Failing to do properly consider the ADA implications may result in an unwanted visit from an EEOC investigator and a subsequent lawsuit.

*This article is intended to be informational only and not to be construed as legal advice.

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CareGivers

Are YOU a caregiver for a loved one?
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Do you have questions that don't seem to have answers?

There is a NEW SUPPORT GROUP for Caregivers in the Aberdeen Area!

Embracing Grace
throughout
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Support group will be held at:
Aberdeen First United Methodist Church, Community Room

The 1st and 3rd Mondays of each month - at 6:30pm

For more information:
Contact Jerry Sauer: jsauer1254@gmail.com or 605-228-1254
OR
Sarah Viola: sviola@brainintercept.com or 605-725-8885

Spirit to Retire as Presentation College's Live Mascot

The Saint Bernard known as "Spirit" has been Presentation College's mascot for the past eight years, and it's time to hang up her barrel as she retires this coming December.

PC welcomed Spirit in 2013 as a puppy, and she has been on campus every day since. PC's mascot spent most of her time lounging in the halls and greeting students, faculty, and staff at the school. She also attended Saints athletic events, making hundreds of appearances at PC athletic home games, running out onto the fields and courts, and greeting fans, young and old.

Her presence on campus has fulfilled more than a mascot role, in many ways, according to Presentation College President, Dr. Paula Langteau. "Spirit became the campus' beloved pet," she said. "Students and campus guests have sought her out and gained as much in affection from her as they provided to her. In short, it was a mutually beneficial relationship."

When she wasn't searching the halls for a scratch



on the head or food, Spirit made her home with Stacy Bauer a former employee at Presentation College. That is where she will spend her days after retirement. "Spirit—and by extension, Stacy—has attended virtually every event on campus, which is quite an exhausting commitment," said Langteau.

"Spirit deserves her time to retire, relax, and hang her tongue out," Langteau quipped.

No need to worry: Spirit is doing well in terms of health and will be bestowed the distinction of 'Mascot Emerita,' at halftime at the December 14 PC women's basketball game, a fitting tribute to honor her career. She will also be attending a midnight breakfast for a final hurrah with students during finals week this semester.

Spirit will continue her duties throughout the fall semester supporting the Saints and enjoying her last semester as PC's mascot. Presentation College encourages fans to share their love for Spirit on social media using #PCSpirit.



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Discussing Ag Issues with Chamber Volunteers



John Thune
US Senator (R-SD)

As a longtime member of the Senate Agriculture Committee, standing up for South Dakota farmers and ranchers is, and always will be, one of my top priorities. Our producers have faced significant roadblocks this past year due to the challenges of the pandemic and the ongoing drought. Rest assured, I am doing everything in my power to protect the livelihoods of South Dakota's farmers and ranchers and grow our agriculture economy through commonsense policies.

I recently had the pleasure of speaking at the Aberdeen Area Chamber of Commerce Agribusiness luncheon, and it's clear that South Dakota's current drought is top of mind for folks. Cattle producers shared that they are quickly running out of hay to feed their livestock, and without adequate forage, some are being forced to sell off their herds. Drought can have devastating impacts on farmers and ranchers, which is why I have pressed the U.S. Department of Agriculture (USDA) to make all possible assistance available for affected producers.

Recently, members of the South Dakota, North Dakota, and Minnesota congressional delegations joined me in introducing the Conservation Reserve Program (CRP) Flexibility Act that would improve the USDA's ability to allow for timely emergency haying of CRP acres in response to drought and other weather-related disaster events. These measures are crucial steps in ensuring the longevity of our ranches and farms, and I want to thank folks for their continued feedback and support on these issues.

Many folks in Aberdeen and across the state have expressed concern with some of the extreme and reckless



policies that are being negotiated in Washington, including the Democrats' plan to scrap the longstanding step-up in basis policy. For decades, this tax policy has made it easier for family-owned businesses, farms, and ranches to be handed down to the next generation without imposing steep capital gains taxes on the appreciation in value from the prior generation.

Unfortunately, Democrats want to get rid of this protection. Changing this policy would hit generationally owned enterprises hard, particularly in rural communities, and it could force families to sell off part of the farm or business just to pay the new tax. I recently introduced an amendment to the Democrats' budget blueprint to highlight the importance of preventing this double death tax from becoming law. I will continue to do everything in my power to stop the Democrats' attempt to fund reckless tax-and-spending sprees on the backs of hardworking South Dakota families, farmers, and ranchers.

My office in Aberdeen is a great resource for folks in the area who are looking for answers and updates on current policies. Please do not hesitate to reach out; we are here to serve you. Call (605-225-8823), write, or stop by to see us at 320 South 1st Street, Suite 101.

Field to Fork - Around the Farm



The Aberdeen Chamber of Commerce's Agribusiness Committee held its second Field to Fork: A Farm to Table Connection on Friday, September 10th. The event, Around the Farm Revolving Dinner, took place at Centennial Village, Brown County Fairgrounds.

This unique event is designed to open conversations between farmers and consumers about food and farming. Guests had the opportunity to share thoughts about food with producers while learning how farmers raise food and work to keep it safe. Producers were on hand at the stations to interact with diners and have casual conversation about modern farming practices and the

resulting food and drink that end up on the table.

The menu included seven food stations: vegetables & corn on the cob;

charcuterie board (hemp crackers, aronia berry jam, cheese,

egg, bison & pickles); sheep; beef; pork; turkey & dessert (lemon tofu cheesecake & very berry cobbler made with soybean products; energy bites made with honey, sunflowers, oats, flax & hemp and SDSU ice cream) and beverage stations including One-Legged Pheasant Brewery & With the Wind Winery. Musical entertainment was provided by Seth Anderson.

Thank you Field to Fork Sponsors & Supporters!

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SBA Celebrates Veteran Business in November

The U.S. Small Business Administration amplifies veteran business ownership during National Veterans Small Business Week November 1-5, 2021. Join SBA as we highlight topics related to the veteran entrepreneurship journey across the nation including here in South Dakota. According to an SBA survey conducted of business owners, veterans comprise 2.5 million businesses nationwide – nearly 10 percent of all U.S. businesses. The same holds true for our state – of approximately 90,000 businesses in SD, over 9,000 are veteran owned. For a list of NVSBW events please visit www.sba.gov/sd.

The SBA and resource partners – Veteran Business Outreach Centers, Small Business Development Centers, Women's Business Centers, and SCORE – provide training and support services to assist military veterans and families to pursue the American dream they served to help protect. For many, this dream includes self-employment and creating employment opportunities for others by owning and operating a business. The SBA offers veterans many resources to help launch and grow a business:

- SBA Office of Veterans Business Development supports a national network of small business resources and programs designed for veterans,

service-disabled veterans, Reserve and National Guard members, and military spouses. Programs and services are available free of charge to assist aspiring and existing veteran entrepreneurs such as training, counseling and mentorship, and oversight of Federal procurement programs for veteran-owned and service-disabled veteran-owned small businesses. For information on SBA programs available for veterans and military spouses, visit sba.gov/veterans.

- Veteran Business Outreach Center of the Dakotas assists veterans of any era and military spouses in all phases of business ownership. The VBOC assists military members in transitioning back into the civilian workforce with self-employment through small business ownership; provides entrepreneurial training workshops including Boots to Business and Boots to Business Reboot programs; and, offers business development training, advising and mentoring, and resource referrals. To learn more, contact Wendy Klug, VBOC of the Dakotas Program Manager, (701) 738-4850, wendy.klug@und.edu, und.edu/dakotasvbo.

To learn more about SBA resources available to veterans, contact Jake Droke, SBA SD Veteran Business Development Officer: (605) 330-4243, Ext. 29, jacob.droke@sba.gov; www.sba.gov/sd.



Jake Droke
Veteran Business Development Officer, US Small Business Administration South Dakota District Office

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HR Management: Other Duties as Assigned? Not.



Kelly Weaver

Regional Director,
Small Business
Development
Center

For small business owners, wearing multiple hats is just part of the territory. For many, human resource management can be viewed in the 'Other Duties as Assigned' category. Meaning, it is a relatively small item not worth having its own listing in the 'job description' of Owner. Nothing could be farther from the truth!

The typical business starts small and informal with no real structure in place. The owner operates as they see fit, making decisions day to day based on what is going on that day, not necessarily based on any policy or guidelines. While being flexible is one of the great advantages of a small business, being inconsistent can be a real downfall especially when it comes to dealing with employees.

Before you hire your first employee, you need to consider the new issues you will face as an employer and put policies in place for dealing with them. Furthermore, the policies should be committed to writing and compiled in an employee handbook and given to the employee - even if it is only one page!

So you say, "I'm only hiring one employee. Why do I need to have an employee handbook?" For starters, a handbook will help you communicate clear expectations to your employee(s) and provide consistent guidance as you make future decisions. It will also help you

understand your legal liability as an employer. When employees know the rules because you provided them a handbook when they were hired, they are less likely to make a request you have to turn down. If a worker does complain about being disciplined or fired unfairly (to you or the court), you can defend yourself because you can show 1) that the worker violated workplace rules, 2) that the employee knew the rules since they were provided the handbook and 3) that you apply the same rules to all your employees.

I am not an employment law expert, but I know that employment legal advice can be critical. There are constant changes in laws concerning workforce, enforcement is being prioritized, and litigation is ever more expensive and likely as bright lights are being shown on issues long known as problems. Just a few of the topics that should be on your radar include: independent contractor status, proper classification of workers for salary vs. hourly pay, 'off the clock' work with 24/7 electronic access, workplace discrimination, and pending medical marijuana laws. Take advantage of information offered by Federal and State labor agencies, state and national trade associations and your own legal counsel to protect your employees and your company. Local Human Resource Associations are also a great resource, giving you access to members to work in human resource management full time for larger companies. While employment law may not be seen as the biggest workforce challenge right now, it is still one very important piece of the puzzle.

Kelly Weaver is the Regional Director of the Small Business Development Center in Aberdeen which offers free, confidential business consulting to start up and existing businesses. She can be reached at (605) 698-7654 x 144 or kelly@growsd.org. The Center is hosted by GROW South Dakota.



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Start Your Tobacco Free Journey

November 18th, 2021 is the Great American Smokeout. This event is hosted by the American Cancer Society and is a nationwide day that encourages Americans to quit smoking and using tobacco products such as vapes, chew and smokeless tobacco. According to the American Cancer Society, about 32.4 million American adults still smoke cigarettes, and smoking remains the single largest preventable cause of death and illness in the world. Smoking causes an estimated 480,000 deaths every year, or about 1 in 5 deaths. And more than 16 million Americans live with a smoking-related disease. South Dakota has some of the high rates of teen tobacco use in the nation.

The use of vapes has drastically increased around the country. 1 JUUL pod is equal to 20 cigarettes worth of nicotine. Teens and young adults are at risk for long-lasting effects including nicotine addiction, mood disorders and permanent lowering of impulse control. The part of the brain that's responsible for decision making and impulse control is not yet fully developed until age 25. This data and many more resources are available at rethinktobacco.com.

If you or someone you know are ready to quit, the South Dakota Quitline is an excellent and free resource! Qualified quit coaches lead you through developing a plan or provide you with resources to do it on your own. They will help determine which tobacco

replacement therapy may be beneficial to you, send you a quit kit and much more! They can be reached at sdquitline.com or 1-866-SD-QUITS.

THE DANGERS OF VAPE

- 1. Causes irreversible brain damage:** The part of the brain that's responsible for decision making and impulse control is not yet fully developed until age 25. Teens and young adults are at risk for long-lasting effects including nicotine addiction, mood disorders, and permanent lowering of impulse control.
- 2. Causes attention and learning problems:** Nicotine also changes the way synapses are formed, which can harm the parts of the brain that control attention and learning.
- 3. Nicotine in vape is highly addictive:** Each time a new memory is created or a new skill is learned, stronger connections – or synapses – are built between brain cells. Young people's brains build synapses faster than adult brains. Because addiction is a form of learning, adolescents can get addicted more easily than adults.
- 4. Gateway to smoking:** Kids who vape are 4x more likely to start smoking which can lead to a lifetime of nicotine addiction.
- 5. Toxic chemicals & metals:** E-cigarette aerosol isn't harmless water vapor – it can contain toxic chemicals and metals.
- 6. Weakens immune system:** Vaping weakens the immune system, increasing susceptibility to all kinds of illnesses and infections.
- 7. Nicotine overload:** Teens may not realize the level of nicotine they are inhaling. For example, 1 JUUL pod = 20 cigarettes worth of nicotine.
- 8. Blood vessel damage:** Vape that contains nicotine can increase blood pressure and heart rate and cause arteries to stiffen up. That means a higher risk for a cardiovascular event (think heart attack).



**Jordan
Mounga**

Grant Coordinator,
Avera Addiction
Care Center and
Member of the
Health & Wellness
Committee

Meet Our Families!

*Where you live matters and those who have walked this journey are often the best resources.
Hear from residents themselves on life at Primrose.*

How do you feel about current precautions?

I feel the staff is trying to keep us healthy and safe. We have no set rule except to wear our masks, which I feel we all should do.



Darlene H.
Primrose Resident

How are you spending your time?

We have a wonderful staff. They keep us busy with activities like devotions, walking, crafts, etc. I love our activities.

How do you stay mentally/physically healthy?

I feel content here. I have wonderful friends to be with. We have awesome food. I have felt so much better since I moved there. They help us get to appointments.

How are you staying in touch with family?

I don't have lot of the new gadgets. I have a GrandPad tablet with which we keep in touch. Also my telephone, as I don't have a cell phone. I visit with family most everyday.

What advice do you have for others?

My advice is if you want a wonderful place to live, move here. You are welcomed with open arms by wonderful staff, and awesome food and activities!

Please call Jessica at (605) 225-7626 for more information and see why our families say... this is living!



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Second Annual Snowplow Naming Contest

In January 2021, the South Dakota Department of Transportation (SDDOT) rolled out its first ever Snowplow Naming Contest.



"The contest was designed to engage people across the state with the SDDOT in a fun and unique way," says Transportation Secretary Joel Jundt. "Safety on our roadways is our number one priority, and winter driving and snowplow safety awareness is vital."

After the 821 submissions were reviewed and voted upon last winter, an official name was selected for 12 snowplows across the state, one in each of the SDDOT maintenance areas.

First Annual SDDOT winning snowplow names:

- Aberdeen Area: Darth Blader
- Huron Area: Snow Mater
- Watertown Area: Thaw Enforcement
- Mitchell Area: Blizzard Wizard
- Sioux Falls Area: SnowBeGone Kenobi
- Yankton Area: Frosty the Snowplow
- Pierre Area: Lewis & Clark
- Mobridge Area: Winter Warrior
- Winner Area: Walter the Salter
- Belle Fourche Area: Art
- Custer Area: Mt. Plowmore

Rapid City Area: Polar Patroller

Find media coverage and named snowplow photos on the SDDOT website at <https://dot.sd.gov/inside-sddot/of-interest/sddot-snowplow-naming-contest>

Aberdeen
Area Winner:
Aberdeen

Area
Engineer,
Bruce
Schroeder,
notes the
contest is also
a great way
to encourage
travelers
to use the
SDDOT's
free traveler
information site
<https://sd511.org>



Dave and Bailey Bacon met SDDOT Highway Maintenance Worker, Chaz Shuff, and their named snowplow, Darth Blader.

org for the latest road and weather conditions via phone, web, and mobile app.



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We are a community bank for a lot of reasons—but above all else, for the relationships we have with our customers.

We're thankful for the communities in which we serve and the people who live there. We want to get to know each of you so we can better serve your individual needs. That's why you'll likely see us at sporting events, the grocery store, or a PTA meeting. Because we're invested in our communities and want to get to know you personally so we can create a real, lasting relationship with you.

We're in this together, which means your priorities are our priorities. And we take that to heart.



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Second Annual Snowplow Naming Contest

Contest is open Nov. 1- 30, 2021

Submit entries through a simple eform on the SDDOT website: <https://dot.sd.gov/inside-sddot/of-interest/sddot-snowplow-naming-contest>

For more information about the contest contact Julie Stevenson, Strategic Communications Coordinator at 605-773-2898 or email julie.stevenson@state.sd.us.

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