

progress

MAGAZINE

2023 | NOVEMBER - DECEMBER

aberdeens-chamber.com

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Bringing Our
BEST
to the
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Secure Your Free Lifetime Membership

Dakotaland Federal Credit Union | 224 6th Ave SE, Ste. 1 | Aberdeen
Wednesday, November 29th | 4:00 PM
Ribbon Cutting | Social | Appetizers | Tours | Door Prizes

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The Official Magazine of the Aberdeen Area Chamber of Commerce



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Join Us for Our
GRAND OPENING

Secure Your Free Lifetime Membership

Wed., Nov. 29th | 4:00 PM
Ribbon Cutting | Social | Appetizers
Tours | Door Prizes

LOCAL

PAYMENTS | LOANS | DECISIONS



“Dakotaland wants to be your credit union and the opening of our new branch location is just one more step to fulfilling the commitment we have made to our members and the community of Aberdeen.”

CHERYL SIVERTSEN | Aberdeen
Dakotaland Branch Manager

HARNESS THE POWER

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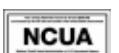


“I’m honored to serve with the entire Dakotaland FCU group. With the expansion, the team here will have opportunities to serve Aberdeen in new ways while providing the community–forward service that they do so well!”

RACHEL DIX | Aberdeen
Dakotaland FCU Board of Directors



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How to Be a Veteran Friendly Employer



**Gail Ochs,
IOM**

*Chief Executive
Officer,
Aberdeen Area
Chamber of
Commerce*

Whether your company employs hundreds of military veterans, a few veterans or is just now starting to attract and hire veterans, celebrating Veterans Day is a unique opportunity to enhance your commitment to supporting those who wore our Nation's uniform.

Veterans Day is an official United States public holiday, observed annually on November 11, that honors military veterans; that is, persons who served in the United States Armed Forces. It coincides with other holidays, including Armistice Day and Remembrance Day, celebrated in other countries that mark the anniversary of the end of World War I; major hostilities of World War I were formally ended at the 11th hour of the 11th day of the 11th month of 1918, when the Armistice with Germany went into effect. The United States previously observed Armistice Day. The U.S. holiday was renamed Veterans Day in 1954.

There are many ways to honor and celebrate the men and women in your company or organization who have served in the military on Veteran's Day. Some ideas include:

- **Host a breakfast or lunch** in their honor.

Invite civilian colleagues to learn about the military experience, show their appreciation for the veteran employees' military service and build camaraderie among the teams. Whether formal or casual, a special lunch or reception honoring your veterans shows respect and appreciation. You may want to hang up a sign of thanks to veterans or ask someone to say a few words of thanks.

- Ask your CEO or a senior staff member to **send an email thanking veterans** in your workplace, and the vets who are family members of employees. Some of your employees may not even be aware that they are working next to a vet.

- If you have a company newsletter, **share the story of veterans** who work for and with you. This is an opportunity to show what military service is like, the challenges and accomplishments of your veteran employees, and the sacrifices made to ensure our Nation's liberties. It also reinforces the value veterans bring to the civilian workplace.

- **Hold a pinning ceremony**, giving out pins that represent their service and talking a little bit about their contributions to the workplace in relation to their military experience. It's a fun way to honor your vets while communicating positive core values to the rest of your team.

- **Leave a "Salute Package"** on the desks of employees who are veterans. This could be a small



gift, a handwritten note, or a formal certificate. Locally, we are excited to be working with 13 Stripes Supply Co. They offer several items that would be fantastic gifts for veterans, as well as items to display at your business. What's even better, if you order items from them, the Military & Veterans Committee of the Chamber will receive 13% of the proceeds to use to benefit veterans or veteran groups in our area. Check out their items at www.13stripessupply.com



Some ways your company can recognize Veterans throughout the year include:

- **Offer a veteran discount at your business.**

The Chamber has a listing of discounts at: www.abereensd.com/discounts. If you want to be included and receive a decal for your door or window, contact the Chamber.

- **Make donations** to local or national Veteran causes. There are several wonderful organizations to help such as DTOM 22/0, Disabled American Veterans, Aberdeen Area Veterans Memorial Center, Honor Flight South Dakota, Wounded Warrior Project, USA Cares, and many more.

- **Display the American flag** at all facilities. In Aberdeen, you can order flags and flagpoles from Corporate Image Group and local contractors can install them!

- There is no shortage of local organizations positively impacting the post-military life of service members. Why not engage your team to **volunteer with these organizations** at a veteran event they are hosting or a veteran-related project they are facilitating.

- Include veterans in your **employee recruitment** process. Locally, reach out to the US Department of Labor – Veterans Employment and Training Service to find out about programs available to employers. You can also use national searches such as veteranrecruiting.com, recruitmilitary.com, or hireourheroes.org.

Chamber Leadership

Executive Board

Katie Washnok, President	Blackout Industries
Cam Schock, Vice President	Climate Control
Zach Flakus, Treasurer	NSU Foundation
Kila LeGrand, Secretary	Sanford Aberdeen
Kellie Ecker Kolb, Past President	SDSU Extension

Staff

Gail Ochs	Chief Executive Officer
Kami Spieker	Events & Partnerships
Julia Coon	Membership & Engagement
Kathy Bjerke	Finance & Administration
Lisa Anderson	Marketing & Collaboration

Full Board

Marcus Garstiecki	Northern State University
Alexandra Grieben	Dacotah Bank
Brodie Mueller	The Market on the Plaza
Mike Quast	Aberdeen Family YMCA
Jarrett Rix	Rix Farms Inc/Rix & Company
Courtney Rott Jr	Riddles Jewelry
Daryl Thoenes	3M Company
Tanner White	Avera St. Luke's
Mike Sommers, ADC Board Liaison	Double D Body Shop
Spencer Sommers, ADA Board Liaison	Co-Op Architecture
Dawn Thorstenson, CVB Board Liaison	Aberdeen Parks, Recreation & Forestry
Mike Bockorny, Ex-Officio	Aberdeen Development Corporation
David Novstrup, Ex-Officio	Wylie Thunder Road/ Allevity Entertainment
Alexa Sheldon, Ex-Officio	Aberdeen Downtown Assoc.
Casey Weismantel, Ex-Officio	Aberdeen Area CVB

www.aberdeen-chamber.com • 605.225.2860



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COVER: Dakotaland Federal Credit Union

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Aberdeen, SD 57401



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email dang@myqqp.com.

A Celebration of Aberdeen

It's hard to believe 2023 is coming to a close. Every fall, the Chamber's Board of Directors gathers for a retreat to review the accomplishments of the year past and set goals and a program of work for the year ahead. In the Fall of 2022, I announced that my main goal for the Chamber as Board President in 2023 would be to celebrate. Celebrate all things Aberdeen, all the cool things happening in our community, and the even more extraordinary people that make them happen.

Aberdeen is the micropolitan island of Northeastern South Dakota, a small town with big city amenities, where everyone knows your name, but you still can meet someone new every day. That's special. That's something not every corner of the world has to offer. I think because opportunities to have a significant impact are so plentiful here, we sometimes glaze over them as mundane, taking for granted how phenomenal they truly are. This year, I wanted to be sure we shouted those accomplishments and impacts from the rooftops. Forwarding our mission through celebration - a goal I'm proud to say we enthusiastically achieved.

It has been a true honor and an absolute pleasure to serve as the 2023 President of the Aberdeen Area Chamber Board of Directors. And I would be remiss if I didn't say a huge thank you to my fellow board members and executive teammates; you are champions for this community, dedicated to making Aberdeen an even better place, and I'm blessed to call you all friends. I must thank the Chamber staff, five of the most dedicated, hardest-working ladies whose love for our community shines in everything they do. Gail, Kami, Julia, Lisa, and Kathy, I cannot thank you enough for everything this year and beyond; our community is lucky to have you leading the charge for our members!

My final challenge to you: keep celebrating. Aberdeen is a rumble. Throughout our community, you can feel the excitement of a boom of beautiful things about to happen - celebrate them. Congratulate and thank the doers who make it happen. Attend the vast array of events our community offers. Support local, whether it's sporting, dining, or shopping opportunities and establishments. Invest in our community. Step up to the plate and out of your comfort zone to seize a new opportunity. You might change our entire corner of the world!

Be the good! Change the game!

Thank you, Aberdeen...now let's celebrate!



Katie Washnok
2023 Chamber
Board President,
Blackout
Industries

Thank You
for your leadership, Katie!

- Chamber Staff & Board of Directors

Member Milestones



5 Years

Aberdeen Massage
Russell Kimball, Owner
701 N 4th St, Ste 1 • 605-377-5930
abernmassage@icloud.com
abernmassage.com



10 Years

Costello Property Management/Acadia Creek Townhomes
Paige Hubert, Manager
1737 20th Ave SE, Ste 507 • 605-262-4151
acadiacreek@costelloco.com
costelloco.com



20 Years

The UPS Store
Dennis Cromwell, Owner
1020 6th Ave SE, Ste 1 • 605-225-0324
store4543@theupsstore.com
theupsstore.com/4543



30 Years

Hub Area Habitat for Humanity
Shaun Falken, Executive Director
715 6th Ave SE • 605-226-5492
hubhabitat@nvc.net
hubhabitat.org



35 Years

Kitchen Tune-Up of Aberdeen
Lynn & Pat Aman, Owners
402 3rd Ave SW • 605-226-7078
laman@kitchentuneup.com
kitchentuneup.com/abernmassage-sd



45 Years

Alzheimer's Association South Dakota
Leslie Morrow, State Executive Director
5915 S Remington Pl, Ste 110 • 605-339-4543
lmorrow@alz.org
alz.org/sd

Member Milestones



45 Years

Budget Furniture

Mike & Jenna Nold, Owners
5350 E Hwy 12 • 605-226-0247
budgetfurniture@nrctv.com
budgetfurnitureusd.com



45 Years

Natural Abundance Food Co-op

Erika McLeod, General Manager
112 N Main St • 605-229-4947
generalmanager@naturalabundance.org
naturalabundance.org



50 Years

Aberdeen Health & Rehab

Kirstie Hoon, Executive Director
1700 N Hwy 281 • 605-225-7315
kirstie.hoon@accura.healthcare
aberdeenhealthandrehab.com



50 Years

Area IV Senior Meals

Marla Kiesz, Executive Director
2301 8th Ave NE, Ste 215 • 605-229-4741
areaiv@nvc.net
members.nvc.net/seniorareaiv



70 Years

Interstates

Rick Stugelmayer, Regional Manager
3011 8th Ave NE • 605-725-2039
rick.stugelmayer@interstates.com
interstates.com



Ambassador Visits



Avera@Home

April Hayenga, RN, Aberdeen Agency Manager
706 S Main St • 605-622-5200
april.hayenga@avera.org
avera.org/services/hospice



Budget Furniture

Mike & Jenna Nold, Owners
5350 E Hwy 12 • 605-226-0247
budgetfurniture@nrctv.com
budgetfurnituresd.com



Down to Earth Health

Anna Rostad, Owner
10 5th Ave SW • 605-290-4460
downtoearthhealth@outlook.com
facebook.com/downtoearthhealth?mibextid=ZbWKwL



Kyburz-Carlson Construction

Jennifer Law, President
701 N Production St • 605-225-6161
jennifer@kyburzcarlson.com
kyburzcarlson.com



Mark Mehlhoff Insurance

Mark Mehlhoff, Owner
408 Moccasin Dr • 605-229-4886
manager@mmiaberdeen.com
mmiaberdeen.com



Minds Matter PLLC

Tiffany Hoeft, Owner
405 8th Ave NW, Ste 303 • 605-380-0137
tiffany@mindsmatter.life
mindsmatter.life

Ambassador Visits



New Business

The Support Circle

2211 8th Ave NE, Ste 2201 • 605-845-2058
hello@thesupportcircle.com
thesupportcircle.com

Apply to Be on the Board of Directors!

The Aberdeen Area Chamber of Commerce is seeking applications for four open positions on the Board of Directors beginning January 1, 2024.

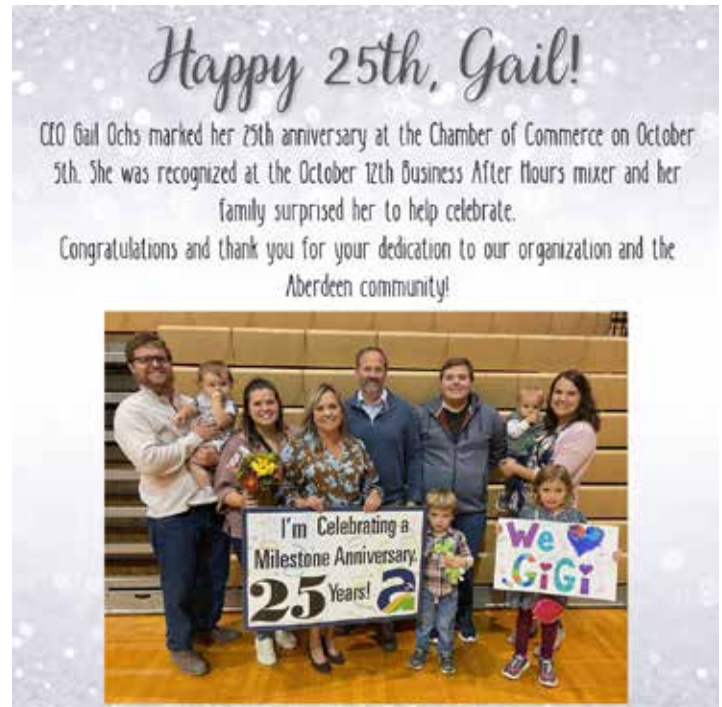


Some benefits serving on the board include:

- A rewarding experience
- Allows you to contribute to the growth of our organization and the Aberdeen community
- Develop your own personal leadership skills

Board members act as voting members with full authority and responsibility to develop policies for the operation of the organization; to monitor the organization's financial health, programs & overall performance; and to provide the CEO the resources needed to serve the organization's constituents. Applicants must be current members of the Aberdeen Area Chamber of Commerce.

A board application is available at aberdeen-chamber.com/board-of-directors and are due November 17, 2023. If you have any questions, please contact Gail at 605-225-2860 or gail@aberdeen-chamber.com.



Brain Health:

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Diplomat Visits



Aberdeen Housing Authority
Brett Bill, Executive Director
310 S Roosevelt St • 605-226-2321
bbill@aberndeenhousing.com
aberndeenhousing.com



Bantz, Gosch & Cremer
Kenneth Gosch, Senior Partner
305 6th Ave SE • 605-225-2232
attorneys@bantzlzaw.com
bantzlzaw.com



Dakota Event Center
Jenny Funmaker, Director of Sales
720 S Lamont St • 605-725-2641
thedec@nvc.net
dakotaeventcenter.com



AMBASSADOR HAT & MITTEN DRIVE



**NEW
ITEMS
ONLY**



**Now -
December 11**

Chamber Ambassadors are collecting NEW hats & mittens for elementary children in the Aberdeen Area. We will also accept school supplies including crayons, pencils, markers, glue, and more. Cash donations can be made at the Chamber of Commerce.

605.925.9860

kami@aberndeen-chamber.com

516 S Main St

Drop Off Locations

- American Bank & Trust (320 6th Ave S)
- Aspire (607 N 4th St)
- C-Express 6th Ave (2303 6th Ave SE)
- C-Express 8th Ave (1202 8th Ave NE)
- C-Express 2nd St (711 N 2nd St)
- Century 21 Investment Realtors (1408 6th Ave SE)
- Chamber of Commerce (516 S Main St)
- First Interstate Bank, West (119 6th Ave SE)
- First Interstate Bank, East (1805 6th Ave SE)
- Insurance Plus (405 8th Ave NW)
- NVC (2211 8th Ave NE, Suite 1101)
- Plains Commerce Bank (524 S Dakota St)
- Runnings (1815 6th Ave SE)

Cleberg Taking Part in Sutton Leadership

Angie Cleberg, Communications and Impact Coordinator with United Way of Northeastern SD, is participating in the Billie Sutton Leadership Institute (BSLI), Class of 2023.

The non-partisan BSLI is dedicated to inspiring and preparing the next generation of leaders to build a stronger South Dakota and more vibrant communities and workplaces through service to others. Led by former State Senator Billie Sutton, attorney Kelsea Sutton, and Executive Director Suzie Jones Pranger, BSLI facilitates a free, year-long leadership development program with two tracks of cohorts. The Sutton Leaders are a class of young professional, community leaders, local elected officials, and people interested in public service or getting more involved in their community. The second track is Rural Power, held in conjunction with the BSLI's traditional programming, but focused specifically on rural South Dakota. Participants in both tracks engage in educational leadership training opportunities, networking with other leaders across South Dakota, and carry out an individualized

community engagement project to make a difference in their communities. Leaders will even have an opportunity to participate in a retreat in Burke, SD, the Suttons' hometown, staying at a working ranch near the western edge of the Missouri River.



"The training the Institute provides is incredible. Community leaders from all backgrounds can gain so much knowledge from participating. However, without a doubt, the most valuable gift has been in the relationship building they help foster. Your cohort truly becomes 'your people.' I don't have to look far for support, inspiration, and guidance from some of the best leaders in our state." - Angie Cleberg

Jumpstart 2024 as 2023 Comes to a Close

We're deep in the "ber" months (September, October, November and December) and that means 2023 is almost over! Many of us look forward to spending lots of time with friends and family at holiday celebrations and sporting events as the year comes to a close, but this is also a great time to start planning for next year.

Maybe it's your branch's turn to host the corporate retreat and you have no idea where to start, or your service club is hosting a social event and you need help getting the word out. The Aberdeen Area Convention & Visitors Bureau is here to help.

From venue selection to registration assistance, the Convention & Visitors Bureau will make sure your event has all the support it needs as you plan and prep – and not just for your conference attendees. We want to make sure any guests have a great time when they visit Aberdeen!

From suggesting off-site activities to helping plan team building experiences, we can connect your group with the Aberdonians that will make your

convention the one all the others strive to live up to. We'll help make sure everyone has a place to stay with special room rates for your group.

We can help spread the word about craft fairs or harvest festivals through our social media channels, our weekly videos and our newsletters that come out every-other week. Submit them to AberdeenAreaEvents.com and let our team handle the rest!

We've had a great 2023, hosting old favorites like the South Dakota Film Festival and brand-new events like the South Dakota High School Association State Softball Tournament. We can't wait for the fun to continue in 2024.

Layton Holmstrom and Katherine Grandstrand Quail are here to help!

To find out more about how the Aberdeen Area Convention & Visitors Bureau can help you plan your next big meeting or event, head to visitaberdeensd.com, email info@visitaberdeensd.com, give us a call at 605-225-2414 or stop by our office at 506 S. Main St., Suite 1.



Katherine Grandstrand Quail

*Convention Sales & Marketing Director,
Aberdeen Area Convention & Visitors Bureau*

FREE ADMISSION!

WINTER FEST

A WINTER ARTS FESTIVAL

Saturday, November 18
10:00 am – 5:00 pm

Sunday, November 19
10:00 am – 4:00 pm

Fine and folk art exhibitors, food, and entertainment

Civic Arena | 203 S Washington St | Aberdeen SD

Co-sponsored by
Aberdeen Area Arts Council (605-226-1557)
and Aberdeen Parks Recreation & Forestry (605-626-7015)

★★★★ **DID YOU KNOW** ★★★★★

Flags should be disposed of in a "dignified manner"

If an American flag is damaged beyond repair and you need to dispose of it, you can drop it off at one of the three bins* in town provided by the Exchange Club of Aberdeen. They conduct an annual flag retirement (burning) ceremony in June.

***** Brought to you by the Chamber's Military & Veterans Committee

*Runnings, C-Express 6th Avenue & the Public Safety Building

★★★★ **DID YOU KNOW** ★★★★★

The flag can touch the ground and still be used

There is a myth that once a flag touches the ground it needs to be burned or disposed of. That's not entirely true. If a flag is soiled or touches the ground, it can be washed or dry cleaned and continue to be used.

***** Brought to you by the Chamber's Military & Veterans Committee



Congratulations to the 2023 Aberdeen Central High School Hall of Fame Inductees!

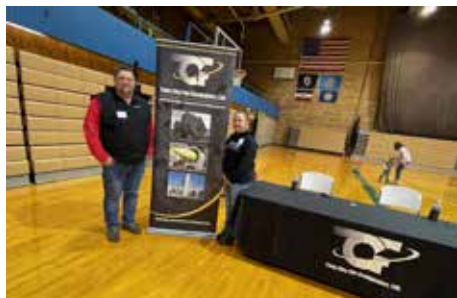
The banquet and induction ceremony were held at Aberdeen Central High School on September 23, 2023. Pictured left to right: Brian Cummings '66, Kevin Krage '74, Robb Nelson (son of Jim Nelson '59, ASD '72-00), Dr. Gayle Ann (McLaughlin) Bortnem '70, Mary E. Hollan '78, Don Briscoe '59, Hannah Kastigar '13, Anthony C. Schwan, Jr. '02, Kevin Andersh '81. Not pictured: Dr. Kent Halstead '48.

Chamber Celebrates Manufacturing Month

For the third straight year, the Chamber highlighted local manufacturers and the impact they have on our community and local economy. 3M Company, Banner Engineering, Blackout Industries, Demkota Ranch Beef, Interstates, Midstates Printing and Twin City Fan participated in the manufacturer

showcase at the October 12 Business After Hours mixer at the Aberdeen Civic Arena.

Thank you to all manufacturing businesses for contributing hundreds of products to help power commerce locally and around the world. Your efforts are appreciated!



Innovate, Ignite, Inspire: A Dynamic Fall at the Northern Innovation & Startup Center

The Northern Innovation & Startup Center has been quite active this fall, hosting numerous workshops designed to help aspiring entrepreneurs in Northeast South Dakota. Our workshops are free to attend and available in person or virtually!

We still have two great events to take part in! First, the Technology & Entrepreneurship Summit, powered by the Northern Innovation & Startup Center and the Aberdeen Development Corporation, is scheduled for November 15th at the NSU Johnson Fine Arts Center. The opening speaker will address the role of artificial intelligence (AI) in cybersecurity. Kyla Guru, CEO/Founder of Bits N' Bytes Cybersecurity Education, will provide a toolkit of resources for others looking to enter the cyber field. Our keynote speaker, Dr. Radhika Dirks, is a trailblazing tech visionary who has harnessed the power of artificial intelligence to drive groundbreaking innovation on a grand scale. Throughout the day, there will be several panel discussions. The topics

will include podcasts, women entrepreneurs and using technology to take a business to the next level. With nearly 20 speakers from an array of industries and backgrounds, there's something for everyone, entrepreneur or not, at the first annual Technology and Entrepreneurship Summit.

Second, we are thrilled to be a partner in the BIG Idea Competition, providing their BIG Idea Awards Ceremony keynote speaker – John Meyer. John is the Executive Director of Leadership South Dakota and the founder of Lemonly. He will share his journey as an entrepreneur. This event is free and open to the public. John's keynote and award ceremony will take place from 1-3 pm on December 6th at the NSU Johnson Fine Arts Center.

For information about upcoming programs, workshops, and events, please visit our website at www.northernstartupcenter.com. Or follow us on Facebook facebook.com/northernstartupcenter.



Bea Smith
*Director, Northern
Innovation &
Startup Center*

9.8.23 Centennial Village agribusiness

Thank you to all ag producers, sponsors and volunteers for making the 4th annual Field to Fork event a success!

Platinum sponsors:
Agtegra Cooperative,
RDO Equipment
Company, Schwan
Financial Group
and South Dakota
Soybean Association
& Checkoff

Gold sponsors: AGP,
Farm Credit Services
of America and
Insurance Plus

Silver sponsors:
American Bank &
Trust, Groton Ag
Partners and Glacial
Lakes Energy



Economic Indicators for Aberdeen Micro MSA



Manufacturing
Establishments

49



Average Annual Wage
in Brown County

\$61,828

(18% higher than overall average wage in Brown County)
*assumes 40hr work week worked the year round

Manufacturing Employees

3,060



10%

2012 - 2023
Growth

12%

2023 - 2033
Projected Change

12.5% of total workforce are
Manufacturing in
Aberdeen MSA

Gross Regional Product (GRP)

\$22.3M

Taxes [2022]

\$782.1 M

Total GRP [2022]

Manufacturing GRP

71%

2012 - 2022 growth

Share of Private Sector GRP

23.4%

of regional GRP

Leading Subsectors
by 2022 GRP /
Employment:

Top 7

1. Medical Equipment and Supplies Manufacturing
2. Basic Chemical Manufacturing
3. Grain and Oilseed Milling
4. Animal Slaughtering and Processing
5. Semiconductor and Other Electronic Component Manufacturing
6. Printing and Related Support Activities
7. Industrial Machinery Manufacturing

Manufacturing Industry Top in Region Purchases:

Top industries that manufacturing establishments purchase from within our region.

Top 5

1. Crop Production Industry
2. Animal Production Industry
3. Soybean and Other Oilseed Processing Industry
4. Petrochemical Manufacturing Industry
5. General Freight Trucking, Long-Distance, Truckload

PROVIDED BY



Sources: Lightcast Economic Modeling, Bureau of Economic Analysis (BEA) and the Quarterly Census of Employment and Wages (QCEW) from the Bureau of Labor Statistics (BLS)

COLLEGEpalooza Scholarship Winners

Northern State University students were invited to attend COLLEGEpalooza on Thursday, August 24th at Malchow Plaza. This was the 7th year of the event where representatives from around 50 businesses and organizations interacted with the students, promoted their products & services and searched for employees. Students were able to learn about Aberdeen and what our community has to offer. COLLEGEpalooza is a collaborative effort between the Aberdeen Area Chamber of Commerce and NSU.

In addition to picking up giveaways at individual tables, students were able to register for scholarships which were sponsored by American Bank & Trust, Dacotah Bank, Healthcare Plus Federal Credit Union, Plains Commerce Bank & US Bank. Scholarship winners were Amelia Mertz, Deer River MN (\$1,000); Maggie Knippling, Huron SD (\$750); and Jacie Flockhart, Boone IA (\$250).



Pictured left to right are Marcus Garstecki, NSU; Maggie Knippling; Amelia Mertz; and Kami Spieker, Aberdeen Chamber. Not pictured is Jacie Flockhart.

Community Champions Nominations

The Community Champions Awards Luncheon recognizes volunteer leaders within Aberdeen and the region.

Nominations are due January 12th, 2024

Scan the QR code to learn more about the awards, and access the nomination forms and applications.



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ABBY Awards 2023

The 28th annual ABBY Awards were presented on September 21st to ten very deserving local businesses and organizations to recognize their outstanding performance within Aberdeen and from around the area. All of the awards, except for the People's Choice, are judged outside the community by professionals in the Chamber and Economic Development fields from around the country. The People's Choice is voted on by local citizens.



Agribusiness:
Demkota Ranch Beef



Bridge Builder:
Northwestern Mutual



Community Involvement - Business:
3M Company



Community Involvement -
Non-Profit: Dacotah Prairie
Museum



Customer Service - Retail:
Kessler's



Customer Service - Service:
Sodexo/NSU Catering



Health and Wellness:
Kore Cares In Home
Services



Manufacturing:
Grassland Granite



Professional Services:
McQuillen Creative Group



People's Choice:
Avera

Top 4 Under 40, Class of 2023



Winners of the second annual Top 4 Under 40 were announced Thursday, September 14 during the ABBY Awards event at the Dakota Event Center. They include: Aaron Smith, Aberdeen Wings; Ashley Hansen, Sanford Aberdeen Medical Center;

Fallon Helm, Revive Day Spa; and Kerry Konda, Aberdeen School District 6-1.

Top 4 Under 40 is a program the Aberdeen Area Chamber of Commerce which recognizes the efforts of young leaders in our community and region. All nominees for the award must be between the ages of 21- 39; are Aberdeen and/ or Brown County residents; exemplify the qualities of a true leader; are enroute or have already truly impacted our community and area for the better through their careers & professions, community & civic involvement, personal or philanthropic efforts, etc.; and make our community and region a better place because they're in it. Each recipient received a \$250 cash prize.



Winter Weather ... Know Before You Go



Julie Stevenson

Strategic
Communications
Coordinator, SDDOT

South Dakota has 82,501 miles of roadway – 7,800 miles are state highways maintained by the South Dakota Department of Transportation (SDDOT). Even though it's only 9.4% of the total mileage, the state highway system carries approximately 68% of all vehicle miles traveled.



Safety on our roadways is our number one priority. Whether people are traveling during a winter snow event or the height of road construction season, access to real-time road conditions is crucial.

One of the best ways to stay safe during winter weather is to use SD511. To help motorists plan for safe travel, SDDOT offers free, up-to-date information on road and weather conditions, road closures, construction work zones, and traffic incidents by phone, web page, and a mobile app.

Know Before You Go - Sign up for customized notifications on <https://www.sd511.org>.

On the SD511 website, simply click on "Get



Tak Lesnar, Webster 4th grader, was the 2022-23 Aberdeen regional winner with Luke Ice Walker. He is pictured with Michael Johnson, SD DOT Highway Maintenance

Notifications" to create an account and begin the free service that allows people to receive text messages and/or email notifications about road closures and travel advisories along customized routes of their choice.

SDDOT highway maintenance staff members work year-round to prepare and plan for the most effective and efficient ways to keep our highways safe for the traveling public. SDDOT staff work diligently to update ever-changing road conditions during winter to keep South Dakota travelers safe and informed.

Name a Snowplow!

Over the past three winters, SDDOT engaged with thousands of South Dakotans in Name the Snowplow contests. Heavy snow and high winds were no match for cleverly named snowplows that efficiently cleared the state's highway system.

The SDDOT Fourth Annual Snowplow Naming Contest is now open to the public and runs through midnight on Thursday, Nov. 30, 2023. Find contest information and the official online entry form at <https://dot.sd.gov>. In December, the SDDOT will announce one officially named snowplow within each of the 12 SDDOT geographic areas.

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

Find the entry form as well as previous snowplow contest winning names and photos at <https://dot.sd.gov/inside-sddot/of-interest/sddot-snowplow-naming-contest>.

Our Chamber Why

"The Leadership Aberdeen development program, sponsored by the Chamber, is a great opportunity for our employees to build their leadership skills, share their experiences and build their networks. We leverage this learning opportunity as a component of our talent development strategy and appreciate its focus on community building and problem solving. I am grateful the Chamber facilitates this valuable opportunity."

Jason Klootwyk, CEO, Agtegra



Pictured are Agtegra employees Sadie Frey, Jennifer Kilber, Kendall Frahm, Tanner Myers & Emily Nelson, all Leadership Aberdeen alum

Photo and copy submitted by Agtegra staff

Looking Forward – What's Next?

Greetings from the Aberdeen Development Corporation (ADC)! It is hard to imagine that the end of 2023 is arriving shortly. As we look ahead to the coming year, there will be challenges; however, the ADC is excited about several opportunities which will drive our community forward. In this edition of The Progress, I will touch on the economic outlook of 2024 and look at a few key areas the ADC will be focusing on in 2024.

Economic Forecasting is next to impossible, but it is our opinion the economy will likely slow in 2024 overall. The Federal Reserve is indicating more potential rate hikes rather than entertaining moving the opposite direction. Most businesses the ADC is visiting with have seen customer orders drop in this past quarter and the feeling is this trend will likely continue into Q1 of 2024 and then level off for the remainder of 2024. This may lead to some easing of the pressure on the workforce challenges we all face, but not enough to make a large dent in this challenge. So, one of the opportunities we are looking forward to is deepening the talent pool in our community and region.

The ADC will be launching a new collaborative program called **Pathways**. We are very excited about Pathways and the results this program will produce in the future for our community. This program is in collaboration with numerous entities in our community and a full rollout and description of Pathways will be unveiled at an Economic Impact Report to the Community on November 29th. This event will be free for the public to attend. The details will be forthcoming soon.

Childcare, childcare, childcare! If someone would have told me when I took this job in 2024 that I would spend time on childcare challenges, I do not think I would have believed them. However, we have a childcare crisis on multiple fronts. First, we do not have enough childcare in our community (or in the entire state for that matter). Second, we have a childcare affordability challenge for many families. Third, we have a childcare workforce challenge for providers as well.

You combine all the above challenges and that yields a crisis. The number of lost hours due to lack of childcare for businesses and families in our community is simply staggering. There are ways to address this challenge and the ADC will be very active in doing so. One of the first steps is to work at the State, and even Federal, level on legislation to adjust how we help providers and families with reimbursement for childcare. This is a heavy lift, but something we are prepared for. The ADC along with many other partners both locally and statewide, have been working on solutions and we are excited to bring these forth and make headway on this all-important issue.

Water, water, water! Recently the ADC hosted the Joint Appropriations Committee in Aberdeen. In addition to JCA members some of our local legislative delegation joined us as well for this gathering. The subject we discussed with the members was water. Many readers of this have heard me talk about this before. Here is some very simple context which outlines the effect of water on economic development: since 2020, over 50% of new potential businesses the ADC has worked with have eliminated Aberdeen as new location for their businesses due to the inability to meet current or future water needs.

The effects of this are simple – Aberdeen needs on average twice as many leads for new business recruitment due to our water challenges. Complicating the matter is that before any new water source(s) comes online, it is likely to be at least 10 years if not longer. So, what do we do in the meantime? There is more to come on this

answer on November 29th, and we hope you will be able to join us for the Economic Impact Report to the Community.

2024 Legislative Platform. In partnership with the Chamber of Commerce, the ADC will once again lead the advocacy efforts of our community/region at the 2024 Legislative Session in Pierre. Below is the 2024 Legislative Platform drafted by Public Policy and adopted by the Board of Directors for both the Chamber and ADC. The purpose of the Platform is to identify for our members, and most importantly for our local legislators, what is truly important for our community and region. We do meet with our local representatives in both the House and Senate for specific discussions surrounding the Platform and specific priorities we will be advocating for during the upcoming session. If you have an issue you would like to bring forward to us, please reach out using the contact information at the end of this article.

- **Education** - We support education as a vital component of a strong local economy. This includes state investment in Northern State University, its students and all programs and facilities which serve workforce needs. Keeping college and tech education affordable for the student population while balancing other needs is also vital. Furthermore, we support the development of new programming at NSU, including the nursing program to meet workforce demands.
- **Continued funding** support of K-12 education, and early education opportunities for the greater Aberdeen region, are a constant.
- **Workforce** - We support and advocate for policy that encourages thriving employment opportunities within our community and aids in recruiting, retaining, and educating a workforce to fill employment needs in the greater Aberdeen Area. This includes creating and supporting long-term solutions for the childcare shortage, which is further burdening workforce in our region.
- **Energy, Water & Infrastructure** - We support secure, reliable, and affordable energy development and distribution. This includes prioritizing bringing new/additional water sources to Northeastern South Dakota, without which the region cannot sustain, let alone grow.
- **Local Government** - We support assistance for local government to meet the needs of their residents and future housing development projects.
- **Health Care** - We support policies that enable employers to hire and retain a healthy and productive workforce. We also support the continuum of long-term care and mental health needs.
- **Economic and Community Development** - We support statewide and local economic and community development services to promote, grow and support the region.
- **Transportation** - We support the growth and development of expanded transportation options and availability to and from the greater Aberdeen area, including but not limited to roadway, air, and rail movement of goods and the populous.
- **Opportunity** - We support efforts that encourage population growth through opportunities for all, encouraging collaboration and involvement of various entities in support of creating a welcoming community.

As always, if your business needs assistance please reach out to our office. The ADC offers free and confidential consulting to all businesses no matter the size, this includes startups. For information or questions please contact our office at 605-229-5335 or check out our website at www.adcsd.com.



**Mike Bockorny,
EDMP**

*Chief Executive Officer,
Aberdeen Development
Corporation*

Get your Application in for the 2024 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 \$800.00 for Aberdeen Area Chamber of Commerce members and \$950.00 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 <https://aberdeen-chamber.com/events-programs/leadership-aberdeen/> or call me at (605) 225-2860.



What's up with QuickBooks?



Kelly Weaver

*Regional Director,
Small Business
Development
Center*

In 2015, I was fortunate to visit Intuit headquarters, the home of QuickBooks. Even then, it was reported that 80% of all new QuickBooks users were choosing the online product. Fast forward eight years and we are even more accustomed to working online and having applications delivered through a website vs. downloading it to our computer.

Intuit has since closed the gap between their online and desktop versions and has partnered with third party applications which allow business owners to expand the functionality of QuickBooks Online (QBO) with specific solutions. For the past several years, the QBO options have been prominently presented on the QB sales website and you had to dig deep to see the desktop options, if you even knew they existed.

In the past 2 years, Intuit has made some significant changes that leave many to believe QuickBooks Desktop's days are numbered. I gained some insight from QuickBooks partners at our national Small Business Development Center conference.

- In 2022, QuickBooks Desktop moved to an annual license pricing model which was a significant change from their previous model which allowed at least 3 years of use. The QB Pro cost was \$300 per year.
- Beginning in 2023, this annual license price increased and the ability to find the desktop version as an option on the QuickBooks product website was removed. The only desktop version on their sales website now is Enterprise, designed for midsize companies and costing nearly \$2,000.
- To buy QB Pro Desktop today, you have to physically

call a sales agent and be prepared to be 'assertive' as they try to convince you to buy the online version. In-product upgrades may be easier for existing users.

- Beginning in October, the annual QB Pro Desktop license price increased to \$649 per year (not including payroll).

With the price doubling and limited visibility of desktop programs on their sales site, Intuit's direction is pretty clear. They see the future in QBO and to be fair, the software as a service subscription model is the industry standard. While QB Desktop is not yet dead, it's future is quite cloudy.

That being said, the online versions and available apps do work well in most situations. A few situations where QBO still falls short are when the business 1) has poor internet connection, 2) need to track multiple companies, 3) wants sales orders, or 4) needs a very high level of inventory functions. At the conference, SBDC Counselors made (their clients') concerns known on these fronts and hopefully these gaps can be closed soon. Fingers crossed. If you are ready to make the move to QBO, contact your SBDC Counselor to access specific discounts. The discounts are 30% for 12 months for new QBO users and 50% for 12 months for QB Desktop users migrating to QBO. It's a start.

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.

Conklin Clinics hosted the Chamber's Health & Wellness Committee for their September meeting.

Pictured: back row – Jennifer Wagemann, Cornerstones Career Learning Center; Hannah Williams, Schwab Audiology; Angela Huffman, Aspire; Jordan Mouna, Department of Social Services; Tiffany Hoeft, Minds Matter; Brooke Johnson,



Aberdeen Family Y; Heather Hedges, Conklin Clinics; Robyn Ewalt, Avera; Kelsey Hunt, Derian Lodge/Sinceri; and Cassandra Aesoph, Aberdeen Community Health Center/ Horizon Healthcare front row – Julia Coon, Chamber of Commerce; Diane Yeadon, SDSU Extension; Amber Hanson, Heart & Sole Foot Zone Therapy; Jennifer Braun, Primrose; Annie Jacobson, Sanford; Erin Paulson, Derian Lodge/Sinceri; Amy Sanderson, Northeastern Mental Health Center; and Abbie Arneson, Lifeserve Blood Center



The American flag is now flying proudly atop a newly installed flagpole in Malchow Plaza on Monday, September 11, 2023. The flagpole dedication ceremony included the inaugural flag raising, words from Aberdeen Mayor Travis Schaunaman, and the National Anthem sung by Kyanne Galbraith. The project is a collaborative effort between the Aberdeen Area Chamber's Military & Veterans Committee and the Exchange Club of Aberdeen.

Patriot's Day was chosen as the date of the Flagpole Dedication Ceremony to also recognize and remember those who were injured or died during the terrorist attacks in the United States on September 11, 2001. Many Americans refer to Patriot Day as 9/11 or September 11.

Special thanks goes out to other contributors and partners including: The Aberdeen Development Corporation, Dacotah Bank, Kyburz- Carlson Construction, Tidmore Flag & Banner, and others who donated to the cost of the project.



The Aberdeen Gift Card...for holiday gift giving!

It makes a great stocking stuffer too!

Chamber Big Dates

Ag Committee

Thursday, November 16, Noon, Chamber
Thursday, December 7, 9:30 am, Best Western Ramkota Convention Center

Ambassador Committee

Tuesday, November 14, Noon, Chamber
Thursday, December 7, 9:30 am, Best Western Ramkota Convention Center

Business After Hours

Thursday, November 9, 5:15 pm, Conklin Clinics
Thursday, December 14, 5:15 pm, Dakota Event Center (Christmooose with the Chamber)

CART

Every Thursday, 8:30 am, Chamber

Chamber Executive Board

Friday, November 10, 8 am, Chamber
Friday, December 8, 8 am, Chamber

Chamber Full Board

Wednesday, November 15, 8 am, Chamber
Wednesday, December 20, 8 am, Chamber

Community Affairs Luncheon

Friday, November 17, 12 noon, Best Western Ramkota Convention Center

Diplomat Committee

Thursday, November 9, 3 pm, Chamber
Thursday, December 7, 9:30 am, Best Western Ramkota Convention Center

Enhance Aberdeen Committee

Thursday, December 7, 9:30 am, Best Western Ramkota Convention Center

Health & Wellness Committee

Wednesday, November 1, 12 pm, Chamber
Thursday, December 7, 9:30 am, Best Western Ramkota Convention Center

Military & Veterans Committee

Thursday, December 7, 9:30 am, Best Western Ramkota Convention Center

New Employee Welcome

Thursday, November 9, 4:15 pm, Conklin Clinics

Workforce & Education Committee

Tuesday, November 21, 8:15 am, Chamber
Thursday, December 7, 9:30 am, Best Western Ramkota Convention Center

The Chamber office will be closed on
November 23, November 24,
December 22 (12-5 only),
December 25 &
December 29 (12-5 only).

Biden's Energy Agenda: Unaffordable, Unreliable, and Unrealistic



John Thune
US Senator (R-SD)

Energy touches just about everything we do. More than just keeping the lights on, energy keeps America moving. It's critical to bringing food and other goods to market. It supports our health care system and provides educational opportunities for students. And it powers critical technologies that keep businesses, farms, and ranches operating. Reliable and affordable energy is essential to modern life.

The Biden administration's shortsighted energy agenda has put America's energy security in jeopardy. For more than two years, the Biden administration has enacted policies to restrict energy development in the United States and raise the cost of producing conventional energy, which have caused uncertainty among America's energy producers.

In September, the U.S. Department of the Interior took two significant actions that discourage producing conventional energy here in the United States. At the beginning of September, the department cancelled seven oil and gas leases in a small portion of Alaska's Arctic National Wildlife Refuge. These leases were required by law, they were supported by Alaskans, and the land has the potential to produce a significant amount of homegrown energy. Yet the Biden

administration chose to follow its radical environmental agenda rather than safeguard our energy security. A few weeks later, the department announced it would hold the fewest offshore oil and gas leases sales ever – just three sales over five years. These decisions are just the latest instances of the president restricting conventional energy development on federal lands and waters for the sake of appeasing the far-left of his political base.

The president's anti-conventional energy policies have consequences. Utility bills for electricity and natural gas, as well as prices for gasoline and diesel, have risen significantly during the Biden administration. In February, one of the nation's largest grid operators warned that legacy power plants are being forced to retire faster than renewables can be brought on line. And just recently, the North American Electric Reliability Corporation identified "energy policy" as a risk to grid reliability. The president's energy policies are liable to drive prices up further, lead to greater instability on our electric grid, and increase reliance on foreign energy.

President Biden and Democrats in Congress promise to boost renewable energy by leveraging billions in Green New Deal-type subsidies. I've long been a supporter of renewable energy, and I am proud that South Dakota is both a top producer of ethanol and that our state generates most of its electricity from renewable resources. But the fact of the matter is that energy technology has not advanced to the point where we can rely solely or even mostly on renewable energy for the entire country. We're going to need conventional energy for some time, and it's better that we produce it in the United States than buy it from other countries, many of which do not share our interests or values.

The president has occasionally paid lip service to our continuing need for conventional energy, but his actions stand in stark contrast to his words. There's no substitute for energy security, and that starts with producing energy here at home. I'll continue to advocate for an all-of-the-above energy strategy that uses America's abundant domestic resources in an environmentally responsible way.

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*** **DID YOU KNOW** ***

The current flag is the only one to have lasted more than 50 years

There have been many changes to the design of the American flag, but the one we currently observe is the longest running iteration of the symbol, likely because no states have been added to the union since 1959.

Brought to you by the Chamber's Military & Veterans Committee

Sanford Aberdeen Clinic Welcomes New Orthopedic Surgeon

Dalton McDaniel, DO, recently joined Sanford Aberdeen Clinic as an orthopedic surgeon. Dr. McDaniel cares for a variety of orthopedic injuries and conditions in patients of all ages.



A South Dakota native, Dr. McDaniel graduated from Sisseton High School and received a bachelor's degree in athletic training from South Dakota State University, where he graduated Summa Cum Laude. He attended medical school at Kirksville College of Osteopathic Medicine in Kirksville, Mo. and completed his residency in orthopedic surgery at McLaren Oakland in Pontiac, Mich.

"I am eager to start caring for patients in Aberdeen and the surrounding communities and helping them improve their quality of life," said Dr. McDaniel. "Growing up on a farm just outside of New Effington, I am proud to call northeast South Dakota home. I am honored to work with patients in the area to tailor treatment plans that work best for them."

Dr. McDaniel sees patients for several orthopedic injuries and conditions, including fracture care, joint pain, joint replacement, arthroscopic procedures, ligament and tendon repair, as well as other sports and overuse injuries.

For more information about Sanford Aberdeen Clinic, visit SanfordHealth.org keyword: Aberdeen or call the clinic at (605) 226-5500.

McQuillen and Insider Receive National Recognition

Troy McQuillen, publisher of the Aberdeen Insider and Aberdeen Magazine, was recently recognized by Editor & Publisher Magazine for his role in bringing local news back to the Hub City. The piece, titled The Aberdeen Insider: No news desert here, depicts the beginning days of the newspaper up to its current operational status. You can find the full story at editorandpublisher.com/stories/the-aberdeen-insider-no-news-desert-here,245302.



Avera Medical Group Obstetrics & Gynecology Welcomes Susan Wik, MD

Susan Wik, MD, has joined Avera Medical Group Obstetrics & Gynecology Aberdeen.

Wik offers expert obstetric and gynecologic care for women of all ages. Patients will be able to count on her for a wide variety of women's health services and comprehensive gynecologic care, such as well-woman exams and prenatal, delivery and postpartum care.

She joins a talented team with several years experience, including Tage Elizabeth Born, MD, FACOG; Gregg Carlson, MD, FACOG; Christine A. Stehly, MD, FACOG; and Trevor Watson, MD.

"I look forward to being able to deliver the same high quality care that my new colleagues have been providing within the recently renovated Avera St.



Luke's Women's Center for decades," Wik said. "As a younger medical doctor from the region, fulfilling my patients' trust in me is my greatest reward and responsibility."

Wik finished her residency through the Creighton University School of Medicine. She received her MD from the Sanford School of Medicine.

To schedule an appointment at Avera Medical Group Obstetrics & Gynecology Aberdeen, call 605-622-5470. For more information on these providers, visit Avera.org/doctors.

Kaylee Moench Joins Local Office of Ameriprise Financial

Kaylee Moench has joined Legacy Financial Partners, a private wealth advisory practice of Ameriprise Financial Services, LLC, as an Administrative Assistant.



In this role, Moench will support the practice by assisting clients with scheduling meetings and data gathering. Moench will also help with coordination of marketing activities.

As a private wealth advisory practice, Legacy Financial Partners provides financial advice that is anchored in a solid understanding of client needs and expectations and provided in one-on-one relationships with their clients. For more information, please contact us at 605.752.5770 or visit our website at planwithLFP.com

BUSINESS BRIEFS

Women of the Moose
Holiday Shopping Event

Moose Family Center
 410 9th Ave SW
 Aberdeen

Saturday, November 18th
9AM to 4PM

Lunch will be available
Contact Mary Ann at 605-380-5955 to reserve a booth

Holiday Crafts and Local Vendors
Great Gift Ideas for the Upcoming Holidays

Rounding Off on Employee Time Cards Brings Large Lawsuit



Kim Dorsett

Partner,
Richardson,
Wyly, Wise,
Sauck & Hieb

Does your business require employees to punch in and out from their work shifts? If so, there are big changes coming to that practice. For decades, the Department of Labor has recognized the burden to employers in requiring nonexempt employees to clock in and out exactly at the beginning and ending of their shifts. In most situations, employees will clock in a few minutes before their starting time or clock out a few minutes short of their actual ending time. As a result, the Department of Labor adopted regulations that allow employers to "round off" these few extra minutes. The rule presumes over time the early times will balance out, and employees will be paid for the actual time worked.

This practice could change because of *Houston v. St. Luke's Health System, Inc.* The 8th Circuit Court of Appeals ruled on August 11, 2023, that a class action lawsuit can proceed against the Kansas City Health provider, St. Luke's Health Systems, on claims that it underpaid employees through its timekeeping practice of rounding, which arguably did not average out over time. This ruling has great significance for employers and is just one of a few cases being pursued across the nation that challenge the long-standing practice of employers rounding off time at the beginning and end of shifts.

Facts of the Case

An employee of St. Luke's alleged in a putative collective action that the employer's practice of rounding employees' hours violated the FLSA. According to court documents, clocked times within six minutes of a shift's scheduled start or end were rounded to the scheduled time: "For example, an employee who clocks in at 8:56 a.m. for a 9:00 a.m. shift would not be paid for those four minutes. Likewise, an employee who clocks out early at 4:54 p.m. for a shift ending at 5:00 p.m. would still be paid for those unworked six minutes." However, the plaintiffs allege that over the course of several years, employees actually lost more money from rounded down minutes than were gained from rounding up. One class of employees allege they were underpaid

\$140,000 during a two-year period, and another class alleges \$2.2 million in lost earnings over a six-year period.

A federal district court granted summary judgment for St. Luke's, finding the policy was lawful and neutrally applied.

8th Circuit of Appeals

Upon appeal, the 8th Circuit reversed the grant of summary judgment. "We conclude that the employees have raised a genuine dispute that the rounding policy, as applied, did not average out over time," Judge Raymond W. Gruender wrote for the panel. In finding that the plaintiffs presented sufficient evidence to raise a dispute that the policy resulted in systematic undercompensation over time, Gruender wrote: "No matter how one slices the data, most employees and the employees as a whole fared worse under the rounding policy that had they been paid according to their exact time worked." St. Luke's argued that any lost time was de minimus, and that finding for the employees would render the FLSA rule permitting rounding irrelevant or make it too burdensome on the employer. The Court disagreed: "[w]ith automated, electronic timing and accounting, this is easy to verify because the system records the exact time that an employee clocks in or out," it said. "There is no administrative hassle. This is not like the old days of punch cards and hand arithmetic."

What is Next?

This case will no doubt serve as the impetus for a wave of similar lawsuits against employers both large and small. There is also a strong likelihood the regulations permitting rounding will be reviewed and amended. If your business requires employee to punch in and punch out from their work shifts, you are well advised to conduct confidential audits of the payroll systems to assess the actual impact of rounding policies on employees, and adjusting systems if long-term issues are found. Alternatively, you may attempt to strictly enforce rules prohibiting employees from clocking in or beginning work prior to the start of the scheduled shifts.



***This article is being provided for informational purposes only and should not be construed as legal advice.*

Teenage Dream

When I was a teenager, I was eager to start my first job. When I wasn't doing homework or running track, I wanted something else to do – I didn't like to sit around. A part-time job was a great option for me. Plus, I really needed the extra cash if I wanted to go on dates or have gas money.

At the time, a part-time job was something to keep me busy, but looking back, I learned what it meant to work hard from a young age. That's a value that can't be understated, especially in this day and age. Work is not punishment, but it's an opportunity to solve problems, sharpen our skillsets, and help others.

Developing these skills doesn't happen overnight – it takes time with hours and days of applying yourself to learn and improve. Unfortunately for our teens, the hours they're allowed to spend in the workplace are limited. Currently, 14- and 15-year-olds can only work 18 hours per week during the school year. That's not even two and a half traditional 8-hour shifts. Current regulations don't allow teens to work past 9:00PM year-round – including summer break – or past 7:00PM during the school year. They're not allowed to work even if they wanted to, but they can make the decision to play in football games until 9:30PM or play video games through the night.

I introduced a bill to alleviate these restrictions to give teenagers the option to work a little bit more if

they want to. Hear me out. I'm not saying all kids need to work 40-hour weeks or slack off on schoolwork or extra curriculars. What I am saying is if teenagers want to work a couple extra hours in a week and make investments in their future, they should have the flexibility to make that choice.

My bill, the Teenagers Earning Everyday Necessary Skills (TEENS) Act, increases the number of workable hours per week from 18 to 24, and allows teens to work from 7:00AM to 9:00PM year-round. We want to raise kids who make wise choices. Many teens love their summer jobs. We should encourage them to continue those jobs if they want to, not restrict



Dusty Johnson
US Representative
(R-SD)



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CHS Holds Safe Driving Event on October 16



Elissa Dickey
Communications and
Marketing Director,
Aberdeen Public
School District

Aberdeen Central High School hosted a safe driving event on Monday, Oct. 16, in honor of Teen Driver Safety Week.

The event, organized by CHS School Resource Officer John Kirnan, included the South Dakota Highway Patrol Rollover Simulator Trailer, which was set up in the CHS parking lot from 9:45 to 11:10 a.m. A mock crash was set up in that area as well.

The week's events also included a showing of CHS student Katelyn Ryan's award-winning PSA about the dangers of distracted driving. Ryan's powerful video—starring CHS students—won first place in the nation in the #DrivingSkills101 Public Service Announcement challenge, co-sponsored by Students Against Destructive Decisions and the National Road Safety Foundation.

Teen Driver Safety Week, sponsored by the National Highway Safety and Traffic Administration (NHTSA), serves as an opportunity for parents and guardians to have a conversation with teens about safe driving habits. Teen driver facts from the NHTSA include:

- Motor vehicle crashes are a leading cause of death for teens (15-18 years old) in the United States.

- 2,608 people were killed in crashes involving a teen passenger vehicle driver (15-18 years old) in 2021, of which 861 deaths were the teen driver.

- Parents and guardians can be the biggest influence on our teens' choices when they are behind the wheel.



Katelyn Ryan

Ryan's PSA ends with the message: "Don't risk your future. Don't stay silent. Passengers have power. Speak up!"

To Ryan, who serves as secretary of Central's SADD chapter, it's a very important message—especially for kids her age.

"Probably the most dangerous thing that some of us do is drive, especially in South Dakota," she said. "At 14, kids are driving; at 13, they're learning to drive. So I think it's really important to get that out there because people just don't take it as seriously as it is."

Celebrate CHRISTMOOSE *with the Chamber*

DAKOTA EVENT CENTER THURSDAY, DEC. 14 5:15 PM

The moose are off to the races! Get in on the action by adopting and dressing your very own moose for the upcoming races.

Don't miss our upcoming Christmoose Races. This event is sure to be a blast, with an evening of dining, drinks and intense competition, as we determine which moose is the fastest of them all. This event will replace our annual Christmas Auction fundraiser.



Adopt A Moose - \$1000

- Wooden moose silhouette (approximately 4 ft by 4 ft) - Yours to keep for next year
- Feature in Progress Magazine as a sponsor
- Reserved table of eight with premium seating (\$400 value)
- Logo featured on the program
- Table attendant to assist you during the event

Hosted by:



Welcome New Members

Anthony Jewelers

Anthony Schwan, Owner
101 S Main St, Aberdeen
605-380-9225
schwan6@abe.midco.net



anthony-jewelers.business.site

Anthony Jewelers is a personable jewelry store with unique one of a kind pieces, hand made.

Circus Sports Bar & Grill

Sabrina Metz, Regional Restaurant Manager
14 3rd Ave SE, Aberdeen
605-229-1936
circussportsbarandgrill@gmail.com
circussportsbar.com



The Circus is a fun bar in downtown Aberdeen featuring delicious hand-pattied burgers and the best buffalo wings in Aberdeen!

TrekkTech Window Cleaning

Trekk Hannahs, Owner
Warner
605-252-6904
trekktech.wc@gmail.com

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Encompass Employee Management Inc

Daniel Sedlacek, Owner
548 Mt Rushmore Rd, Rapid City
585-330-5001
dan@encompasssem.com
encompasssem.com



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NextEra Energy Resources

Brian Yewell, Senior Business Analyst
14933 416th Ave, Conde
561-904-3271
brian.yewell@fpl.com
nexteraenergyresources.com



A diversified, clean energy company with an emphasis on power generation and energy services.



The Support Circle

Erica Frey, Business Manager
2211 8th Ave NE, Ste 2201, Aberdeen
605-845-2058
hello@thesupportcircle.com
thesupportcircle.com



The Support Circle specializes in delivering extraordinary individualized care for a variety of situations including depression, anxiety, trauma, behavioral challenges, parenting, marriage & relationships, childhood disorders, grief, and adjustment disorders. They are also able to address other various challenges including life changes, personal & professional growth, and nutrition. Their team is passionate about education and training, offering experiences to increase knowledge and understanding surrounding wellness.

TechYI

Paul Blackburn, Owner
Aberdeen
605-228-2185
paul.yechyi@gmail.com

TechYI keeps people connected to their families and communities by teaching them how to use mobile and wireless technology. They do this through 1 on 1 tutoring sessions on smart phones, tables, and more.

Update from the Office of the New City Manager



Robin Bobzien
PE, CFM,
PWLF
Aberdeen
City Manager

Update from the Office of the New City Manager
As I'm penning this update to City activities, I quickly realize that I've only completed 3 weeks in my new role. I do want to thank the many Aberdeen residents that have gone out of their way to wish me well in this new challenge. Obviously, my many years with the City will help shorten the learning curve, but your patience will be appreciated, as I learn the job from a new perspective.

Something that I have always known and appreciated about working for the City of Aberdeen is that we have a lot of extremely talented employees that take their jobs very seriously and try to do their level best. That's not to say that everyone is satisfied with our performance on certain issues, but we do try to serve with our customers' best interests in mind.

We had a very busy construction season and know full well the effects these projects have on everyone. I know that virtually everyone is happy that these projects have come to an end for the year. The traffic signals at 8th Ave & Brown County #19 and 3rd Ave SE & Dakota Street are not completed yet but will be finished as soon as the needed materials are received.

All of our departments work to improve their operations and we will see some improvements in each of them as the next budget year unfolds. We are also now working on developing plans for some major projects for next year which will include:

1) Water tower and transmission line - This

project will add stored treated water in the NE quadrant of the community and should help stabilize water pressures that may fluctuate from time to time. We hope to begin construction in 2024. The costs of this project are being offset through the help of a \$2 million EDA grant and potentially State revolving loan funds. The costs of this project have risen significantly since the time we applied for this grant.

2) Water Reclamation Treatment Plant project

- This project will update treatment processes and add capacity for the community's future. It is expected that plans will be completed around the 1st of the year and will be bid early next year. The costs of this project are being offset through the help of \$23 million in ARPA funds and State revolving loan funds. The costs of this project have continued to rise and we are thankful to have the additional funding and low interest loans to reduce the impact on our customers.

3) Public Works Facility - The building layout is being developed in order to house the City's Public Works personnel and equipment. The majority of the current buildings range in age from 30 to 60 years old and are not set up well for our current operation. The plans are being developed with much staff involvement after touring 8 different Public Works facilities in the region. The project is expected to be bid in the spring of 2024.

I look forward to working with the City Council and other community leaders as we start working on many of the challenges we face. Just like any company or business in our community, there is rarely enough money to do all the programs we would like to do, and it will continue to be a struggle to find enough people to fill our current open staff positions. However, we will work together to seek out innovative solutions to address these challenges. I am excited and honored to continue to help the community that welcomed me nearly 30 years ago.

INSPIRED PERSPECTIVES

2023 WEBINAR SERIES

Discover practical tools and resources to help you and your organization make informed decisions, drive future opportunity, and remain successful in an ever-changing marketplace.

Webinars are held throughout the year on a variety of topics, including digital transformation, strategic outsourcing, tax compliance and consulting, cybersecurity, risk management, exit planning, audit and compliance, consolidation and growth, and more.

"I like that Eide Bailly's webinars are very current, covering information in real time to when it's happening and letting us know what to look for in the future."
- Webinar Attendee

eidebailly.com/inspired-perspectives

Thank you to our 2023 Business After Hours Hosts



Fall is a Time to Celebrate SD Small Businesses!

National Veterans Small Business Week

Since 2013, the U.S. Small Business Administration (SBA) has led the celebration, connection, and empowerment of veteran small business owners including active-duty service members, National Guard and Reserve, all-era veterans, and military spouses during National Veterans Small Business Week (NVSBW). This year, the tenth annual NVSBW is set for October 30-November 3. SBA celebrates a decade milestone and honors the long-standing importance of veteran and military-owned businesses to our nation's economy. Nearly 10 percent of all U.S. businesses are veteran owned – in SD, approximately 11 percent of small businesses are veteran owned. Join the SBA and many economic Resource Partners for a regional Small Business Summit, Nov. 1, at the SD Military Heritage Alliance in Sioux Falls. The all-day event will focus on every aspect of the small business cycle and government and corporate contractors and export specialists will be available to meet one-on-one with small businesses looking to start or grow contract sales, domestically and internationally. Register for the free event at <https://www.eventbrite.com/e/small-business-summit-tickets-699699619397>. For more information on SBA resources for veterans, visit www.sba.gov/veterans.

Small Business Saturday

Each year, Small Business Saturday – the Saturday following Thanksgiving and nested between Black Friday and Cyber Monday – kicks off the annual holiday shopping season. Small Business Saturday is a day to celebrate and support small businesses and all they provide to their communities. This year, Saturday, November 25th marks the start of the holiday shopping season. Sales made during the last few weeks of the calendar year are critical to most small businesses, especially those in retail, as much of their annual revenue is produced during the holiday season. It is also a wonderful time of year for small businesses and customers to establish and rekindle in-person connections. Customers seeking unique products and experiences in their community can find what

they are looking for right in their own communities. The benefits of shopping local resonate back to each community beyond the purchase of a gift or a service. Small business owners are the first to lean in on contributing volunteer time and donations to local nonprofit and scholastic organizations. Please join SBA in supporting local communities by shopping at small businesses this holiday season.

2024 Small Business Week Nominations

Are you or do you know a stellar small business that should be celebrated across the state and nation? For over 50 years, National Small Business Week has recognized the outstanding achievements of America's small businesses for their contributions to their local communities, and to our nation's economy. America's small businesses are leading the way and helping refuel our economy. The SBA is currently accepting nominations for its 2024 National Small Business Week Awards including the Small Business Person of the Year and many other categories. All nominations must be submitted electronically no later than 3:00 p.m. CT on December 7, 2023. The awards will be presented during the National Small Business Week awards ceremonies both nationally and locally during Small Business Week 2024, in Washington, D.C. on April 28 – May 3, 2024. Learn more and submit your nomination at <https://www.sba.gov/national-small-business-week/awards>.



Jaime Wood

*South Dakota
District Director,
U.S. Small Business
Administration*

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americanexpress.com/us/merchant/shop-small/materials.html

2024 Legislature Will Be Here Soon!



Julie Johnson

*Attorney at Law
and Registered
Lobbyist*

The 2024 South Dakota Legislative Session will be here before we know it. It is not too soon to prepare.

Let's look at a few dates and milestones in the process, so we can use those to get ready:

November—There are several key meetings of key groups in November setting the stage for issues to come to the 2024 session. For example, Appropriations meets, LRC Executive Board, and a few more. They will make some recommendations to the next legislature and set the stage.

- December 5—This is the date of the Governor's Budget Address, as set by state law. An amazing array of issues and decisions are put into play once the Governor's Budget Address is delivered.
- January 9—The 2024 Legislature begins, including with the Governor's State of the State Address. That address may also include some of the Governor's policy recommendations for policymakers to consider. This is the first of the 38 legislative days the Legislature gives itself to do its work.
- March 7—This is the end of the "main run" of the 2024 Legislative Session.
- March 25—This is "Veto Day", in other words the last day to consider legislative vetoes and any other items about which they have enough votes to consider.

- March 26—This is the filing deadline for legislative candidates running as Republicans or Democrats.
- April 30—Deadline for independent candidates to file to run.

There are several other election mile posts that we'll share in upcoming articles. The point is that 2024 is a big year in the Legislature and on the ballot.

It is not too soon to "wrap our heads" around all that we need to do to prepare and speak up. You can guarantee that a great deal of work is going into all of the Aberdeen and Northeast South Dakota issues already, and much work will be done to position our great area for 2024 and beyond. Water, economic development, transportation, workforce, childcare, small business, employment, entrepreneurship, education, higher education, business climate, infrastructure and more are the issues! I'm privileged to be involved.

Stay tuned! We'll keep you up to date!

Julie M. Johnson is a lawyer and registered lobbyist. She has done these issues for most of her entire career and specializes in issues of concern to our region.

We're here for you!

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