

PROGRESS

MAGAZINE NOVEMBER/DECEMBER 2017



IN THIS ISSUE

MARJE'S LAST ARTICLE 5

AG BANQUET 8

DIPLOMAT VISITS 13

ABBY WINNERS 16

SMALL BUSINESS SATURDAY 29



THE CONNECTION

Connecting Abilities to Resources and Employment

THESE PICTURES SHOW EMPLOYEES WHO HAVE DISABILITIES AND EMPLOYERS WHO HIRE THOSE WITH DISABILITIES IN ABERDEEN. CAN YOU TELL WHO IS HOW? NEITHER CAN WE.



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WOMEN'S

Did you realize...

- Nearly 1 in 5 people in the United States live with a disability.
- Almost 1 in 3 unemployed adults who are able to work reported a disability.
- Hiring people with disabilities increases workforce morale. Many employers report that teamwork and morale improves when employees with disabilities become part of the staff.

As a business or an employer, have you wondered about who you can contact in the Aberdeen area to learn more about the following?

- Recruiting or hiring individuals with disabilities
- Retaining employees who may acquire a disability later on in their careers
- Advancing employees with disabilities to other positions within your company
- Disability etiquette and awareness
- Obtaining a better understanding of various disabilities or diagnoses
- Understanding the Americans with Disabilities Act and responsibilities as a business or employer
- Sign Language Interpreters and/or Service Animals
- Reasonable Accommodations and options
- Website Accessibility
- Tax Incentives

Well, the good news is that there is a local group that is available in Aberdeen to provide assistance and support to you which is entitled, The Connection or Connecting Abilities to Resources and Employment. The mission of The Connection is to provide education, consulting, and technical assistance to businesses about employing and retaining employees with disabilities. We exist to create a greater awareness of the benefits of hiring a diverse workforce. The group began in January of 2016, through the Aberdeen Area Chamber of Commerce's Workforce & Education Committee. This is a business-led committee, comprised of various business and organization representatives. We strive to assist you to meet your workforce goals by hiring and retaining a diverse workforce.

Who are the committee members?


Laura Stoltenburg - Division of Rehabilitation Services
Kimberly Hoberg - Division of Rehabilitation Services
Lisa Anderson - Aberdeen Area Chamber of Commerce
Tiffany Langer - South Dakota Retailers Association
Paul Schumacher - Aspire, Inc.
Dan Thielsen - Department of Labor and Regulation
Eric Vetter - Century 21/Rent Aberdeen
Linda White - Project SEARCH
Carl Perry - Borns Group
Amber Mathern - Northern State University

If you are a business person who is interested in joining this group, please email us at the address below.

Here is how you can get a hold of us!

Email: theconnectionaberndeen@gmail.com

Like The Connection's Facebook page:

<https://www.facebook.com/theconnectionaberndeen/> 



THE CONNECTION

Connecting Abilities to Resources and Employment



LEARN. SERVE. CONNECT.



Gail L. Ochs
President, IOM
Aberdeen Chamber

Leadership Aberdeen 2018 is a great opportunity for you to develop your leadership skills or the skills of your employees in a fun, friendly, and fast-paced environment. Participants will be challenged to consider what makes them a leader, and what skills they need to enhance to make

a difference in the workplace, community, and region!

Now is the time to Invest in yourself and/or your employees because the development of positive leadership skills can have a beneficial and powerful impact in virtually every area of life! Acquiring, understanding and exhibiting leadership skills affects the workplace environment, our community, and personal relationships with others. Take advantage of the vast amount of knowledge that is available within this comprehensive pro-

gram. Participants will analyze characteristics associated with leadership, develop interpersonal skills, and gather an awareness of trends, challenges, and issues that face Aberdeen and the region.

The program kicks off the 2nd week of January and goes through the end of March. Participants are expected to attend all sessions in the belief that everyone brings their unique experience to the program. 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, lodging and transportation.

Special thanks to our 2018 business partners: Avera St. Luke's, Glacial Lakes Energy, Northern State University, Sanford Health, 3M Company and South Dakota Wheat Growers.

For a complete schedule and application for the 2018 program, contact the Aberdeen Area Chamber of Commerce at (605) 225-2860 or go to www.aberdeen-chamber.com.

2018 Dates:

- Thursday, January 11 (3:00 – 7:00 pm) Getting Acquainted
- Friday, January 12 (8:00 am – 4:00 pm) Authenticity
- Tuesday, January 16 (5:00 pm – 9:00 pm) Community Building
- Tuesday, January 23 (5:00 pm – 9:00 pm) Community Project
- Tuesday, January 30 (5:00 pm – 9:00 pm) Purpose
- Tuesday, February 6 (5:00 pm – 9:00 pm) Advocacy
- Saturday, February 10 (10:00 am—12:00 pm) Legislative Cracker Barrel
- Tuesday, February 13 (5:00 pm – 9:00 pm) Resilience
- Thursday and Friday, February 22 & 23 Aberdeen Day at the Legislature
- February 27 (5:00 pm – 9:00 pm) Reason
- March 5 (4:30 pm – 9:00 pm) City Government and History
- March 8, 2017 (8:00 am—3:00 pm) Day of Distinction
- March 13 (5:00—9:00 pm) Gratitude
- March 20 (5:00—9:00 pm) Conclusion
- March 27 (5:00 pm) Graduation

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AT THE DAKOTA EVENT CENTER (DEC)
Saturday, December 9, 2017 - 2:00PM-5:00PM

<p>Tickets & Team Registration</p> <p>Students & Veterans: \$10 in advance; \$12 at the door Everyone Else: \$12 in advance; \$15 at the door</p> <p>To purchase tickets or to get your team registered call the Boys & Girls Club of Aberdeen Area at (605) 225-8714 or stop by the Club at 1121 First Avenue SE - Aberdeen, SD</p>	<p>Buy a ticket! Win a prize!</p> <p>Each ticket purchased enters you for a chance to win one of 3 great prizes. <small>(need not be present to win!)</small></p>
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* * * * *

The **REASON**

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Featuring Jeremy Camp, Micah Tyler,
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DECEMBER 1

Aberdeen Civic Theater
Doors 6:15PM / Show 7PM

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* * * * *

Choose to Shop Local



Dr. Marje Kaiser
2017 Chamber Board Chair; Superintendent SDSBVI

Choices. Every day we make hundreds of decisions that impact our lives, our families and our communities. We try to make good decisions, but sometimes we opt for the easiest and quickest solution rather than the most beneficial. In fact we don't always

consider the impact our decisions have on others.

As we move into this holiday season, I hope you will consciously decide to do much of your shopping at local businesses. Shopping locally benefits not only you as the buyer, but our whole community. Local businesses increase their inventory based on their customers' preferences; that means more buying variety for all of us.

When you choose to buy local, you support your home town businesses and help our local economy grow. As

more dollars flow into the local economy, more jobs are created. A vibrant business community encourages customers in the surrounding areas to shop, dine and enjoy activities here as well.

As you plan your shopping this holiday season, think about the benefits of shopping locally. You'll be pleasantly surprised at the options right here at home. It's a choice that multiplies the benefit of each purchase.

Businesses Encouraged to "Get Lit Up!"



Kellie Ecker
Business Advisor SD Mfg. & Tech. Solutions and PICP Committee Member

Much like many families across the region, the Aberdeen Area Chamber of Commerce's Partners in Community Pride (PICP) committee is making 'driving around and looking at Christmas lights' a tradition of their own. However, their focus is strictly

business. That is, their focus is on the business community – both chamber members and non-members alike. In its

third year, the Holiday Lighting Contest is designed to encourage beautification of the community and promote holiday spirit as a whole. The committee is asking area businesses to share their holiday joy with residents and visitors to our community by displaying Christmas lights on their buildings, property or in their store windows.

If you would like to nominate a business that 'lights up your world', including your own, you may call or email the Chamber at 605-225-2860 or info@aberdeen-chamber.com with the business name and address if known. The contest judging will occur the week of December 4th and the winner will be

announced at the annual "Christmas with the Chamber" event held at the DEC on Thursday, December 14th. The business will be presented with the Holiday Spirit Traveling Trophy and will secure bragging rights for the year. The winning business will also receive a prize package including a decoration/light allowance for next year, a catered meal for up to 30 people courtesy of JDH Construction and a free 1/2 page ad in the Progress magazine. Previous bragging rights belong to Malchow's Home Furnishings our 2016 winner, and Northern Electric Cooperative who won our inaugural year in 2015.



Chamber Leadership

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Heidie Holmstrom	Finance Manager
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Casey Weismantel, Ex-Officio	Aberdeen Area CVB
Shelley Westra-Heier, Ex-Officio	Aberdeen Downtown Association



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

COVER: The Connection

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Language Barriers and the Local Workforce



Naomi Lude-man Smith, DMin
Principal, Impact Leadership Consulting Group and Workforce & Education Committee Chair

How often in the last six months have you had a situation or observed one in which language differences was a barrier to being able to serve a customer or complete a task? Recently two different people in the Aberdeen area described to me their experiences when people with two different languages

had to patiently, and not so patiently, work through this barrier. These experiences are increasing in the Aberdeen area and will continue to do so as our ethnic demographics and workforce needs continue to diversify.

As the chair of both the Aberdeen Area Diversity Coalition and the Chamber's Workforce and Education Committee, we are hearing more often from people about the need for reliable and certified interpreters and translators in the area.

According to the May 2016 Bureau of Labor Statistics, the employment outlook for interpreters and translators is growing at a faster than average rate compared to other occupations. Those qualified interpreters are not abundant in the Aberdeen area though. While translation technologies such as Google Translate or Apple's Siri and Ili can be quick and helpful stop-gaps in some circumstances, they can only help so much. Imagine medical personal, legal professionals or law enforcement officers pulling out their smart phones to

interpret a person in the midst of crisis or during the description of an intricate procedure that requires informed consent.

Accurate language interpretation is far more complex than a simple word for word translation. Cross-cultural communication requires the ability, for example, to read non-verbal expressions and to know word connotations for the contrasting cultures and contexts, to name just a few.

For the medical and legal professions, they are required to use certified interpreters and translators for their respective fields. Most certified interpreters are required to have at least a bachelor's degree and earn on average \$25 per hour.

So what are ways that businesses and organizations in the area working through this language barrier?

In September, the Workforce and Education Committee invited Kevin Cantwell of Avera St. Luke's Hospital to talk with us about how Avera Health System supports their required need for on-demand interpreters to serve their customers. He demonstrated the use of their virtual interpretation system called CYRACOM Language Solutions. I've used a similar system and have experienced the relief and success when I was able to confidently communicate with a customer. The look of satisfaction on the customer's face was worth the effort, as well as the customer's right to have this interpreting service in the healthcare setting.

Molded Fiber Glass hires personnel to support the training, working and living transition of their diverse work force, which obviously includes language

interpretation and translation. Lutheran Social Services has on-demand, fee-based interpreter and translation services. The Aberdeen Police Department tries to maintain a current list of interpreters that they can contact in our community. The challenge, explains Sgt. Keith Theroux, is that these interpreters are often working themselves or have enough transitions in their lives that its very difficult to call them on demand and to keep the list current, to say nothing of the funding, proficiency and training needed to do this kind of work. Russell Beadle of Beadle's Landscaping has bi-lingual crew leads who he has trained and supported to meet the seasonal work needs. "I have a great group of guys who work for me but it's taken several seasons to train them to do the work safely and efficiently. We have a good time together," says Beadle.

Our question to one another among the Workforce and Education Committee members was what is a small business to do when these language barrier situations occur, especially when it is customers that they are trying to serve? It's not practical to invest in interpretation services, for example. Frankly, we didn't have an easy answer. What we concluded is that this would be a worthwhile and timely topic for a "Power Hour" bi-monthly offering at The Workshop, supported by the Aberdeen Development Corp. I also invite you to tell us about your challenges and solutions related to our growing diverse workforce and customer base. While a language barrier is definitely a challenge, our Aberdeen history tells us that the assets that diversity offers are well worth the effort.

Congratulations to the 2017 CHS Hall of Fame Inductees

Pictured left to right are Arliss (Krueger) Alberts '49, Burt Elliott '70-'07, Mary Sanderson '85, Sue Gapp '73, Michael Black '82, Lee Wolf '56, Dale Schornack '74, and Mel Klein '57 at the CHS Hall of Fame Banquet on September 30, 2017 at Aberdeen Central High School.



8th Annual Career Expo a Success

Hundreds of high school Juniors and Seniors from around the area descended on Aberdeen Thursday, October 5th, for the 8th annual Career Expo, hosted by the Chamber's Workforce & Education Committee. This event, held in the Barnett Center on NSU's campus, is held in conjunction with DACAC's (Dakota Association of College Admission Counseling) Post High Planning Days. The students spent time speaking to representatives from 18 local businesses and organizations about potential career paths after high school. Those represented were



3M, Avera, Behavior Care Specialists Inc, City of Aberdeen, Dacotah Bank, Dakota Broadcasting, Glacial Lakes Energy, JDH Construction, Lien Transportation, Muth Electric, NSU College of Arts & Sciences, NSU College of

Business, NSU Math & Science Department, NSU School Counseling, Production Monkeys, RDO Equipment, Wheat Growers and Worthem Addiction Services. Special thanks to the SD Department of Labor & Regulation and the Small Business Development Center.

Schools taking part included: Aberdeen Central, Aberdeen Christian, Aberdeen Roncalli, Bowdle, Britton-Hecla, Doland, Eureka, Faulkton, Frederick, Groton, Hitchcock-Tulare, Hoven, Ipswich, Langford, Leola, Northwestern, Redfield, SD School for the Blind and Visually Impaired, Warner and Webster.

Business Anniversary Milestones

Congratulations to the following businesses, recognized for anniversary milestones at the September and October Business After Hours networking mixer.



JDH Construction – 10 years



Production Monkeys – 10 years



Revive Day Spa – 10 years



Erickson & Associates – 20 years



Aberdeen Area Convention & Visitors Bureau – 25 years



Safe Harbor – 40 years

Ag Appreciation Banquet is November 10

The Aberdeen Area Chamber of Commerce is excited to present its annual Ag Appreciation Banquet, featuring Chancey Williams & the Younger Brothers Band. This year's event will be held Friday, November 10th, at the Dakota Event Center. The dance floor will be down, so put on your boots and join us for a fun night! Tickets are just \$25 and include a filet mignon meal and the entertainment. They are available at the Chamber office, 516 South Main Street.

With harvest coming to an end, we are reminded of how much our local farmers and ranchers contribute to our community and beyond. This event is a way to thank them for their hard work and the many products they help provide to clothe and feed the world. The Farm Family of the Year Award, sponsored by the Farm Forum, will be given to one local farm family. In addition, there will be a short live auction, with proceeds going to local 4-H clubs.

Chancey Williams and the Younger Brothers Band opened for Justin Moore at the Brown County Fair in 2013. They have also performed at Schwab Fest at Mina Lake the past few summers and at the National Finals Rodeo opening ceremony last December.

Their music video for *Rodeo Cold Beer* was recently added to the rotation on The Country Network, reaching more than 40 million households and most major US metro markets.

Sponsors include:

Platinum - Farm Credit Services of America, Glacial Lakes Energy, Insurance Plus, Midwest Ag Supply, RDO Equipment Company, Schwan Financial Group, SD Soybean Research & Promotion Council, Wheat Growers



Gold - BNSF, Eide Bailly, Insurance Plus, Livestock Specialists, Payne Cattle Company
Silver - Animal Care Clinic, Crawford MS & F/Crawford Trucks & Equipment, Dacotah Bank, Farm Forum, First State Bank of Warner, Frederick Seed, Great Plains Bank, Hub City Livestock Auction, Lien Transportation, Millstone Family Restaurant, North Central Farmers Elevator, Northern Electric Cooperative, Prescription Agronomics, Wells Fargo Bank, Aberdeen American News
Bronze - Concord Grain, Dakota Electronics, Dial-A-Move, JDH Construction

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November

- 3-5 Special Olympics State Bowling Tournament Village Bowl
 5..... DEC Bridal Showcase, DEC
 10..... Veteran's Day Program, Central High School
 17..... Pavlo - Mediterranean Guitarist & Band, JFAC
 18-19 . Winterfest, Aberdeen Civic Arena
 18..... Northern Night, DEC
 27..... Moscow Ballet's Great Russian Nutcracker, Johnson Fine Arts Center

December

- 1..... The Reason, Aberdeen Civic Theatre
 1 -2 YMCA Girls Interstate Basketball Tournament, Various Gyms
 1-2 SDHSAA State Oral Interp Aberdeen Central
 2..... Christmas at the Depot, Old Milwaukee Road Depot
 2-3 Aberdeen Living Christmas Tree, Aberdeen Civic Theatre
 9..... Dacotah Prairie Museum Holiday Open House, Dacotah Prairie Museum
 9..... Christmas at the Depot, Old Milwaukee Road Depot
 16..... Christmas at the Depot, Old Milwaukee Road Depot
 23..... Christmas at the Depot, Old Milwaukee Road Depot
 29-31 .. Hub City Soccer Winter Boys Invitationa, PC Dome

ACCA Presents Pavlo

The Aberdeen Community Concert Association (ACCA) is excited to announce their next concert of the 2017-18 Season will be Pavlo on Friday, November 17 at 7:30 pm at the Harvey and Cynthia Jewett Theatre in the NSU Johnson Fine Art Center.



Dubbed the "Greek God of the Guitar," Pavlo is a true world artist who brings audiences to their feet with a unique style and Mediterranean flavor. Over the span of his 20-year career, Pavlo - the internationally renowned, award-winning recording artist, performer and songwriter - has released ten albums and two PBS specials plus two collaborative projects. Born in Toronto to Greek parents, Pavlo has made a name for himself by offering a musical amalgam he simply calls "Mediterranean music" - a blend of Greek, flamenco, Latin, and even Balkan flavors, wrapped in contemporary pop.

The Aberdeen Community Concert Association has four concerts remaining in their 2017-18 Season.

For more information, as well as videos of these groups, visit the ACCA Website and like them on Facebook.

PICP Tours Brown County Landfill

The Chamber's Partners in Community Pride Committee toured the Brown County Landfill for their monthly meeting on Friday, September 8th. The Fall Free Residential Cleanup was still going on, so there was a lot of activity happening. Here are some things the committee learned about the landfill:



- The Brown Count Landfill takes waste from a four-county area.
- There were 75,000 tons of material brought to the facility.
- 10,000 tons of the 75,000 tons was recycled
- In 2016, 40,000 vehicles went through the gates
- There are about 30 landfill tours given each year to schools, pre-schools, scouting, 4-H and other groups
- Materials given to the public at no charge include pallets, finished screened compost, wood chips (used for landscapes, playgrounds and livestock bedding). In addition, there is a free "trash to treasure" area where the public can drop off items for reuse by others who pick them up.

CHAMBER BIG DATES

Ag Banquet

Friday, November 10, 5:30 pm, Dakota Event Center

Ag Committee

Thursday, November 16, Noon, SDSU Extension

Thursday, December 21, Noon, SDSU Extension

Ambassadors

Tuesday, November 14, Noon, TBD

Tuesday, December 5, Noon, TBD

Business After Hours

Thursday, November 9, 5:15 pm, Presentation Sisters

Thursday, December 14, 5:15 pm, Dakota Event Center
(Christmas with the Chamber)

CART

Thursday mornings every week, 8:30 am, Chamber

Chamber Executive Board

Thursday, November 9, Noon, Chamber

Thursday, December 14, Noon, Chamber

Chamber Full Board

Wednesday, November 15, 8:00 am, Chamber

Wednesday, December 20, 8:00 am, Chamber

Diplomats

Thursday, November 9, 3:00 pm, Chamber

Health & Wellness Committee

Wednesday, January 3, 8:00 am, Chamber

Military & Veterans Committee

Tuesday, November 7, Noon, National Guard Armory

Partners in Community Pride Committee

Friday, November 3, 9:00 am, Chamber

Friday, December 1, 9:00 am, Chamber

Retail Theft Coalition

Wednesday, November 15, 10:30 am, Public Safety Building

Wednesday, December 20, 10:30 am, Public Safety Building

The Connection (Disability Task Force)

Wednesday, November 15, 2:00 pm, The Workshop

Wednesday, December 20, 2:00 pm, The Workshop

Transportation Committee

Tuesday, November 28, 3:30 pm, Chamber

Workforce & Education Committee

Wednesday, November 15, 3:30 pm, ARCC Alumni Room

Wednesday, December 20, 3:30 pm, ARCC Alumni Room

The Chamber office will be closed the following days:

Thursday, November 23

Friday, November 24

Friday, December 22 (noon to 5)

Monday, December 25

Monday, January 1

2nd Annual COLLEGEpalooza Scholarships

Students attending the 2nd annual Collegepalooza on August 31st were encouraged to enter to win a scholarship to either Presentation College or Northern State University. Winner of the Presentation College Scholarship was Sydney Heller. Hongyu Lu was the winner of the NSU scholarship. The scholarships, which all students were eligible for, and were chosen by random draw, were sponsored by Plains Commerce Bank, Dacotah Bank and iHELP Student Loans (RSLFC). Approximately 400 stu-

dents attended this event, which was created to bring the college community and the business community together.



Hongyu Lu & Craig Green



Craig Green & Sydney Heller

How NSU's Projects will Positively Impact the Region



Dr. Timothy M. Downs
President,
Northern State
University

When I took over as the 17th president of Northern State University it immediately became apparent that we needed to place an even greater emphasis on the student experience, with the goal of enhancing student satisfaction, success and retention. A major factor of student attraction and retention of students is

facilities, which explains why we have invested in three new residence halls and a new regional science education center. We firmly believe these building projects are, and will continue to be, contributing factors to an increase in student enrollment and satisfaction. In the past two years this same emphasis on the student experience has contributed to an increase in our freshmen to sophomore student retention, now at 77 percent (the highest in 15 years); and also increased total enrollment, placing added emphasis on full-time, on-campus students. We know these efforts will have positive outcomes on our region given that a 2017 economic impact report sponsored by the South Dakota Board of Regents and the South Dakota Chamber of Commerce and Industry confirmed that Northern already generates \$229 million in annual economic impact.

A second phase of our campus master plan includes Northern's collaboration to construct a new building for the South Dakota School for the Blind and Visually Impaired (SDSBVI), built on the current site of Jerde Hall. We will also soon break ground on our new athletic and recreation fields (located east of Jerde Hall). Finally, the proposed project that has received the most attention is our planned on-campus regional sports

complex (to be located on the current site of the SDSBVI). Again, all of these projects will be expected to attract students to Northern and enhance their student experience.

With these projects come change—change to the landscape of campus as well as to community dynamics. Northern wants to be a positive catalyst and community partner for Aberdeen and the surrounding area. We want to produce graduates who go out and have a positive impact in our region. In order for us to do that, we must move ahead with an ambitious plan to enhance our facilities and improve the student experience for generations. In order to best serve this growing population of students and to concurrently be good community partners we are also currently developing plans to add additional parking on the south side of campus.

We are grateful for the role Swisher Field has played. It's been the home for Wolves athletics for more than a decade and we appreciate the collaboration between our community partners who share the complex. An on-campus sports complex will enhance our student experience and benefit the Aberdeen region. My vision for the complex includes marching band events, soccer games, softball games and an invitation to high school teams to play in these new facilities. Can you imagine Friday Nights at Northern? Think of the economic impact of inviting area high schools to our community, not to mention the recruitment possibilities of hosting high school students on our tremendous campus.

Our new athletic and recreation fields will be a major boost to the NSU student experience, not only for Northern student-athletes, but also for the entire university community. We anticipate these turf fields will be accessible and highly used by our students for intramurals and as a recreation space for SDSBVI students. Through diligent planning, we have

designed the athletic and recreation facility to include saving the six far east tennis courts. These are the original six courts donated by the C.C. Lee family in the 1960s, and we remain committed to the upkeep of these six courts (and continuing to allow these courts to be used free of charge). As part of our athletic and recreation fields, we're also adding better facilities to enhance the six courts that will remain.

None of these steps could be taken if it weren't for the hard work of our faculty and staff on student success and enrollment efforts, or the generosity of our alumni and community in support of these building projects. I'm reminded daily of how our community supports Northern, which is why we do our best to give back as often as we can. Our students contribute thousands of volunteer hours each year, through events such as Day of Champions and the Pack Gives Back. We should be held accountable as our campus grows, which is why you'll see us cleaning up the neighborhood after events hosted by Northern State.

We have an opportunity to transform our community and ensure the success of multiple stakeholders. This opportunity comes in the form of a new facility for the SDSBVI, more students who live and work in our community, and the economic impact of more than \$100 million in building projects in less than a decade.

We know these projects affect people differently, which is why we're planning to host community forums later this fall. We want these projects to have the best outcome possible for everyone. We look forward to gathering community feedback throughout this entire process. As this is an ongoing project, certain details may have changed after this article printed. For the most up-to-date information on our building projects, visit northern.edu/master-plan.

Cyber Security Starts with the First Step



Kelly Weaver
Regional Director,
Small Business
Development Center

With recent data breaches at large companies, a small business owner can't help but wonder, "How vulnerable is my business?" Small businesses can be seen as an easier target due to lack of resources. So here's a few steps to begin shoring

up your cybersecurity defense.

1. **Take Stock** – Take an inventory of personal information collected in your business. Where is it stored? How is it collected and from whom? Who has access to it? How sensitive is it?

2. **Scale Down** – Keep only what you need. If it is personally identifiable information, don't even collect it. If you do need the information for a business purpose, keep it only as long as you need it.

3. **Lock It** – Protect the information you need to keep. Physical security includes locking file cabinets and offices as well as securing storage facilities and tamper-proof devices like pin pads. Electronic security includes encryption, limited access,

strong passwords, anti-virus and anti-malware programs, and patching programs. Other areas to consider include laptop security, firewalls, wireless and remote access, and the security practices of your vendors and service providers.

4. **Pitch It** – Properly dispose of what you no longer need. Create a disposition policy to ensure files are not held any longer than necessary.

Follow proper guidelines for disposing paper records, computers, and storage devices.

5. **Plan Ahead** – Even with the best plan, breaches can happen. Creating a response plan of immediate steps to take and who will need to be notified.

Employee training is key in ensuring that any security measures are implemented effectively. A well trained workforce is the best defense against identity theft and data breaches. Be sure to engage any outside resources you may need including IT consultants and legal



advisors to determine your risks and consider options for addressing them. The Federal Trade Commission has abundant resources to help you get started at www.ftc.gov/startwithsecurity. Unfortunately, this is a never-ending task but it's never too late to start!

The Small Business Development Center provides free consulting to small businesses and is hosted by GROW South Dakota. For more information, contact Kelly at kelly@growsd.org or 605-626-2565.

*YOU ARE AN AWESOME AMBASSADOR (YAAAA)



Carl Perry, right, with Borns Group, was chosen as the September YAAAA Award winner. Presenting the award is Barb Stugelmayer, NVC, July YAAAA winner.



Aaron Smith, left, was presented the October YAAAA Award by Carl Perry, September YAAAA winner. Aaron is with the Aberdeen Wings and Carl is with Borns Group.



WOLFtalks

SELF-IDENTITY, HUMANITY AND HIDDEN HISTORY



DR. AYAZ VIRJI

Dr. Ayaz Virji, Chief of Staff at Johnson Memorial Health Services will talk about his experiences of being a Muslim American who resides in Dawson, Minn.

Love thy Neighbor

Nov. 29, 2017, 6:30 p.m.
Blue Room, Johnson Fine Arts Center

FOR MORE INFORMATION
TRIO STUDENT SUPPORT SERVICES
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(605) 626-7677

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Large group discounts are available to businesses seeking staff training. To register visit <http://adcsd.com/events/category/training-opportunities> or call Jill at 605-229-5335.

Hands-On Computer Classes:

PowerPoint Beginner	November 9, 9:00am-1:00pm
PowerPoint Intermediate	November 16, 9:00am-1:00pm
PowerPoint Advanced	November 30, 9:00am-1:00pm

CDL Classroom:

*Behind the Wheel Driving and Driving Test also available

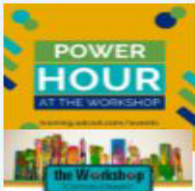
November 27-29	5:00-9:00pm each evening
December 18-20	5:00-9:00pm each evening



CPAs & BUSINESS ADVISORS

November 8 - 2017 Implement Insights Series: Must Have Strategies for Farm Equipment Dealers
(eidebailly.com/insights/events/2017/11/2017-implement-insights-series-on-fraud)

November 16 - Business Insights Webinar Series: The Advisor Due Diligence Role in M&A
(eidebailly.com/insights/events/2017/11/business-insights-webinar-series—the-advisor-due-diligence-role-in-m-and-a)



Power Hours at The Workshop, 208 S Main St., from 12 noon to 1:00 pm each session. Register by calling Jill at 229-5335 or emailing jillvining@adcsd.com.

November 8— Art of Recognition & Having Difficult Conversations—Laura London, London Human Resource & Conflict Consulting LLC

Business owners, managers and supervisors often find themselves needing to have difficult conversations in the workplace. These conversations have a wide range of topics and may include work performance, attendance, communication, hygiene and other personal issues, layoffs and terminations. Recognizing employees is crucial in the current work culture. Recognition can be done in a variety of ways and the way that businesses recognize their employees is entirely up to them. Recognition does not have to be huge, or event costly, to have amazing impact.

December 12—Communication in the Workplace—Laura London, London Human Resource & Conflict Consulting LLC

Effective communication is integral in successful business, whether you have 2 employees or 2,000. Communication should be geared toward the specific business and organization. In this workshop, we will address communication in general, as well as break it down into subtopics: gearing communication to your business, types of communication, effective communication, communication policies & practices, gauging communication, follow through and follow up.



Aberdeen Wings
 38563 129th St • 605-380-5852
 aberdeenwings.com



Budget Furniture
 5350 E Hwy 12 • 605-226-0247
 budgetfurnitureusd.com



Helms & Associates
 221 County Rd 19 • 605-225-1212
 helmsengineering.com



My Place University
 410 S Harvard St • 605-262-4600
 myplacehotels.com



Specialty Manufacturing Co. Inc.
 39505 133rd St • 605-225-7750
 trailertime.com

The Partners in Community Pride Committee had a float in the Gypsy Day Parade. Reusable totes, encouraging people to shop in Aberdeen, were handed out along the parade route.





New Business

American Mortgage & Equity Consultants
614 S Main St • 605-725-3130
christopherhein.amecinc.com



New Business

Banadir Kitchen
20 6th Ave SW • 605-262-0198



New Business

Bounce Around
3315 6th Ave SE • 605-222-4575
bouncearoundsd.com



Acquisition

DRN ReadITech
9 5th Ave SE • 605-262-1011
dnreaditech.com



Name Change

Hub City Church
1701 8th Ave NE • 605-228-8713
hubcitychurch.com



Relocation

KO Lee Aberdeen Public Library
2015 4th Ave SE • 605-626-7097
aberdeen.sd.us/22/Library



Expansion

Northern State University
1200 S Jay St • 605-626-3011
northern.edu



New Owner

RC Hunting Store
38403 W 133rd St • 605-725-3825
rchuntingstore.com



New Business

Aberdeen Smoke Shop
10 5th Ave SW • 605-252-8110



Expansion

Sushi Kabar at Kessler's
621 6th Ave SE • 605-225-1692
kesslersgrocery.com



New Business

The Dog Wash
801 1st Ave N • 605-877-547

PICP Committee Business Beautification Recognition



September
Safe Harbor



October
KO Lee
Aberdeen
Public
Library

23rd Annual ABBY Award Winners

It was a Red Carpet Affair on Thursday, September 21st, at the Dakota Event Center, as ten businesses and organizations earned ABBY Awards for their contributions to, and achievements in, Aberdeen and surrounding communities.

ABBY Award nominees were invited to submit applications for the category in which they were nominated. Applications were then judged by industry experts throughout the country. People's Choice is the only award voted on by the local public.

The ABBY Awards program is hosted by the Aberdeen Area Chamber of Commerce Diplomats Committee and sponsored by the Aberdeen Development Corporation. Congratulations to the 2017 winners!



Professional Services - Dial-A-Move



People's Choice - Northwestern Mutual Financial Network



Manufacturing - Midstates Group



Health & Wellness - Aberdeen Health & Rehab

Congratulations!



Customer Service - Service - Best Western Ramkota



Customer Service - Retail - Dakota Outdoor Living



Community Involvement - Non-Profit - Area IV Senior Meals



Community Involvement - Business - Eide Bailly LLP



Bridge Builder - Aspire, Inc.



Agribusiness - Wolff Family Genetics

Concert to Benefit Make-A-Wish South Dakota

For the fifth year, Make-A-Wish South Dakota has teamed up with Holiday Jam with the Hegg Brothers for a holiday concert in Aberdeen. This year's event is Saturday, December 9 at 7:00 pm at the Capitol Theatre. All proceeds benefit Make-A-Wish South Dakota to grant the wishes of children with critical illnesses in the Aberdeen area.

This musical showcase features the talents of a multi-piece band playing Christmas classics and contemporary arrangements in signature and soulful sounds of Jeremy and Jon Hegg and friends. With the return of powerhouse vocalist Allison Nash and multi-instrumentalist Joel Shotwell, the 2017 show promises to be distinctly South Dakota, with a few great surprises.

Holiday Jam is a long-running holiday tradition that continues to highlight new musical twists. This two-hour show features stories

of the season, messages for the heart, and music to lift the spirits. This year's tour again includes horns, sax, piano, guitar and percussion to round out the ensemble.

"Let's fill the house at the Capitol Theatre to enjoy great music and to help make more wishes come true for kids with critical illnesses," Paul Krueger, president and CEO of Make-A-Wish South Dakota said.

Tickets are \$20 for adults and \$5 for students and children. Tickets are available in advance at both Dacotah Bank locations in Aberdeen and Kessler's. Special pricing for holiday or employee parties is available. For more information, or to order tickets with a credit card, please call Make-A-Wish South Dakota at 605.335.8000 or 800.640.9198.

Make-A-Wish® South Dakota was founded in 1984 to grant the wishes of children with life-threatening medical conditions to enrich



the human experience with hope, strength and joy. Since its inception, Make-A-Wish® South Dakota has granted more than 1,300 wishes. Seventy two wishes were granted last year at a cost of nearly \$7,200 a wish. On average, 10 to 12 kids in the Aberdeen area receive a wish each year. Visit southdakota.wish.org for more information.

Community Growth Can Start with You!



Laura Ptacek
Convention Sales &
Marketing Coordina-
tor, Aberdeen Area
CVB

Are you too busy? Do you find yourself running in a million different directions, while feeling like you're not accomplishing anything? It might sound crazy, but adding one more thing to your calendar may be just what you need. One more thing? Seriously? Yes.

Consider joining a

professional, service, or civic organization. The benefits will outweigh the strain this may put on your already overbooked calendar. Joining an organization, whether to provide community service, develop yourself professionally, or connect with new people in your field, is a great way to take a step back and focus on something that you are really interested in. Many professions have state associations with local or regional chapters, and the Aberdeen Area Convention & Visitors Bureau and Aberdeen Area Chamber of Commerce are both ready to help you find just what you are looking for! Call either of us today and we

will get you going in the right direction.

And, your participation in a group or organization might be what it takes for that association to host a state, regional, or national event right here in Aberdeen. All too often a group will say they would consider Aberdeen as a location for their next event, but there's no local representation or support, so they go on to choose another community. We would love to see our convention facilities full every day of the year. Let's work together to put Aberdeen on the map as the premier location to host an event. The change might just start with you!

Be Merry & Bright with Six Appeal at Christmas with the Chamber

Midco and the Aberdeen Area Chamber of Commerce invite you to be "Merry and Bright" this year by attending Christmas with the Chamber.

The festive evening will be held at the Dakota Event Center on Thursday December 14th, starting at 5:15 PM. The event includes both a silent and live auction as well as wine and liquor pulls.

The Chamber is currently accepting donations for the auctions and the pulls. By donating a package, gift, specialty item, service or something your business is known for, you can showcase your specialties and products. The auction helps the Chamber continue its annual programs and events, and it helps YOU promote your business and products/services during the holiday season.

The Chamber is looking for items valued at

\$100 and above. With each donation valued at \$100, you will receive one ticket to the event. Items will be displayed with the sponsoring businesses name throughout the evening and must be received in the Chamber office by December 8th.

This year, entertainment will be by Six Appeal, a six part acapella group infused with sharp comedic timing and the energy and vitality of a rock band. Swearing off instruments, the award-winning vocal band Six Appeal takes you on a journey that spans decades of music, performing classic oldies, current chart toppers, and catchy original tunes – all sung a cappella. Six Appeal will take the stage from 8-10pm. Cost is \$25 in advance or \$40 if you RSVP the day of the event for Chamber members. Non-members are welcome to attend; cost is \$30



in advance \$45 day of. Individuals interested in just attending the entertainment can do so for \$15.

To participate, please call the Chamber at 225-2860 or email bea@aberdeen-chamber.com.

BOUNCE AROUND

Bounce Around

Jeanine Maskovich, Manager
3315 6th Ave SE, Aberdeen
bouncearoundsd.com

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Hub City CHURCH

Hub City Church

Brad Griffin, Head Pastor
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605-228-8713, hubcity.church

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Hub City Hot Shots

Chuck & Mayra Heeman, Owners
916 N. Production St., Aberdeen
605-725-2488,
hubcityhotshots.com

The Hotshots are charter members of the Expedition League, beginning play in May 2018. Playing at Fossum Field in Aberdeen, South Dakota, the Hotshots offer affordable family fun all summer long.




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KELLY WEAVER RECOGNIZED FOR PROVIDING EXCEPTIONAL SERVICE

Kelly Weaver, regional director of the South Dakota Small Business Development Center in Aberdeen, is being recognized as a strong advocate for small businesses. Weaver, who has been with the SBDC since 1998, has been named South Dakota's "State Star" for 2017 by America's SBDC, the national trade association for the SBDC network.



Weaver and State Star winners from other states were honored recently at the America's SBDC Conference in Nashville. Weaver was selected for the award by her peers, in part, for her work with the South Dakota BIG Idea contest, a statewide

competition for high school students. Last year, the business idea contest attracted 303 entries from 468 students.

"Kelly is a consummate professional and an incredible advocate for the Aberdeen region and economic development," said Jeff Eckhoff, state director of the South Dakota SBDC. "I am constantly impressed by the network she has established and the great recognition she brings to the SBDC in her area."

Weaver said she was surprised and grateful for the recognition. "We have such a great group of counselors in South Dakota. Any one of them would be a worthy candidate for this award. I'm fortunate and happy to be part of such a great team," she said. In addition to assisting new and existing businesses with free consulting services, Weaver and other SBDC staff members can help connect

business people to other experts and resources.

The Aberdeen SBDC office serves a 13-county area in north-central South Dakota. The counties are Beadle, Brown, Campbell, Day, Edmunds, Faulk, Hand, Marshall, McPherson, Potter, Roberts, Spink and Walworth. To provide business services in the Aberdeen region, the SBDC contracts with GROW South Dakota, a nonprofit organization that promotes economic, community and housing development. Marcia Erickson, CEO of GROW South Dakota, said Weaver does a great job and the organization is fortunate to have her on staff. "She is a very dedicated, exemplary leader heading up our Small Business Development Center in Aberdeen. If there are businesses out there looking to start up or expand, Kelly and (SBDC business consultant) Carla Burns, are there to assist," Erickson said.

SANFORD ABERDEEN WELCOMES NEW PROVIDERS

Sanford Aberdeen is welcoming new providers to its growing staff of medical experts.



Michael Baule, D.O., joined the family medicine team in early September. A native of Andover, S.D., Baule earned his medical degree from Des Moines University College of Osteopathic Medicine in Des Moines, Iowa. He completed his residency at the University of Nebraska Medical Center in Omaha, Neb. Baule is board certified in family medicine, and will see patients of all ages for a variety of medical concerns, including well-child checks, annual exams, women's health, and osteopathic manual medi-

cine.

Anjali Budhathoki, M.D., recently joined the cancer team. She earned her medical degree from B.P. Koirala Institute of Health Sciences in Dharan, Nepal. She completed her residency at Saint Vincent Hospital in Worcester, Mass., and a fellowship in hematology/oncology at Albert Einstein College of Medicine in Bronx, NY. Budhathoki is board certified in internal medicine, and will provide cancer care at Sanford Aberdeen Medical Center.



Sheryl



Siegmund, M.D., recently joined the Radiology team. Siegmund earned her medical degree at the University of Nebraska College of Medicine in Omaha, Neb. She completed a residency and fellowship at the University of Nebraska Medical Center in Omaha, Neb. A long-time resident of Aberdeen, she is board-certified in radiology and will focus her skills on mammography.

To schedule an appointment with a provider, call Sanford Aberdeen Clinic at (605) 226-5500. For more information, visit sanfordaberdeen.org.



CHAMBER DIVES INTO SOCIAL NETWORKING



The Aberdeen Area Chamber of Commerce is on Facebook and Twitter. Like us on Facebook by searching for Aberdeen Area Chamber of Commerce. Look for our handle, #aberdeenchamber on Twitter.

SD Board of Regents Approve NSU, SDSBVI Collaborative Project

The South Dakota Board of Regents has voted for unanimous approval of a collaborative project involving Northern State University and the South Dakota School for the Blind and Visually Impaired.

The Regents approved a preliminary facility statement and facility program plan for construction of a new School for the Blind and Visually Impaired. They also approved a facility program plan for NSU's athletic and recreation fields project, and a preliminary facility statement for an on-campus regional sports complex.

Each part of this multi-tiered campaign relies on the others, and none of it is expected to require legislative funding. No construction will take place yet – the proposed site of the new SDSBVI is the current site of NSU's Jerde Hall, which isn't scheduled for demolition until 2018.

Replacing Aging Facility

The approval allows SDSBVI to move forward with creating an official design for its new, \$13.7 million school. Superintendent Dr. Marjorie Kaiser said faculty, staff and students are thrilled at the chance to replace the aging facility with a more modern building.

"Our current electrical infrastructure doesn't support 21st century technology, and our classrooms and dorms are not air conditioned," Kaiser said. "A new school will not only be more efficient, it will also allow us to create optimum learning environments for students with vision loss and add features such as stairs and elevators, which mirror real-world environments."

The approval also allows NSU to proceed with planning for its privately funded \$5 million athletic and recreation fields project. This project will provide a new competition field for the NSU women's soccer team and a new practice field for NSU football, located east of Jerde Hall. It will also be used as a recreation area by SDSBVI students.

Saving Tennis Courts

The athletic and recreation fields project plans have also allowed for Northern to save six of its tennis courts – the original six gifted by the C.C. Lee family. NSU will enhance the



facility by adding a public restroom.

"Northern has always maintained these tennis courts and opened them up for community use free of charge, and we're committed to continuing that," said NSU President Dr. Timothy Downs. "We're excited that this project will benefit our student-athletes and SDSBVI students while still providing the public access to our tennis courts."

The approval also allows NSU to explore the possibility of a regional sports complex, which would feature a football stadium and softball field. A building committee will be appointed as a first step toward planning for this proposed facility, which would be located at the current SDSBVI site. Work would not begin on the sports complex until SDSBVI relocates to its new school at the current site of Jerde Hall.

With all of these projects in mind – not to mention three new residence halls, the upcoming Regional Science Education Center and increasing enrollment at NSU – Northern is making plans to address potential parking issues. The university is planning to add a parking lot, potentially by fall 2018. Additional parking is possible in the future.

Enhanced Programming

Along with SDSBVI students having access to Northern's new fields, NSU faculty and staff will also continue working jointly with SDSBVI faculty and staff on the development of revised and new special education programs offered by NSU's Millicent

Atkins School of Education.

NSU-SDBSVI collaborative efforts will also include access to the new SDSBVI building by students from the transitional learning communities (TLC) program facilitated by Aberdeen Central High School. Select TLC program participants will be offered the opportunity to live in Northern's residence halls while enhancing their learning and life skills. They will also be offered developmental opportunities on the Northern campus and in the SDSBVI facility. All of these activities will be designed to help prepare TLC students to live independently.

"This partnership with Northern benefits our students in numerous ways," Kaiser said. "We're thrilled not only for the chance to remain in Aberdeen, but also to enhance our education and programming."

Community Forums Planned

Downs said this collaborative campaign is a positive for NSU, SDSBVI and the entire region. As the project moves forward, community forums will be held to keep the public informed of the project plans. Up-to-date information on NSU building projects will also be posted at northern.edu/master-plan. The webpage also allows community members to submit comments and questions.

"We're working together on a project that benefits Northern students, SDSBVI students and the region," Downs said. "We're happy for the support we've received and look forward to keeping communication going throughout the project."

#PCPROUD : Making the World a Better Place, One Saint at a Time



Presentation College is excited to announce a community partnership program called “#PCProud.” Faculty, staff, students, alumni and friends of PC will team up on various projects to further the #PCProud goal: “Making the world a better place, one Saint at a time.”

The #PCProud committee has already begun reaching out to the community in search of volunteer opportunities. In September, a #PCProud team helped with cleaning and other work at the Aberdeen Area

Senior Center. #PCProud also helped gather clothing as part of a hurricane relief effort. And those projects were just the beginning!

As the #PCProud program continues to develop and grow, organizers hope to provide groups of volunteers for dozens of events city-wide each year. Student Life, athletic teams, academic clubs and a group led by the college’s Mission Director will all seek to help meet the needs of the community in the coming months.

For more information, contact PC’s Director of Development, Ms. Angela Dannenbring, at 605.229.8381.



Leadership Aberdeen Donation

The 2018 Leadership Aberdeen class recently donated proceeds raised during their “Day of Distinction” to the Boys & Girls Club of Aberdeen Area (BGCAA). Leadership Aberdeen is hosted by the Aberdeen Area Chamber of Commerce and is a great opportunity for individuals to develop leadership skills in a fun, friendly, and fast-paced environment. The program provides participants with a good balance of personal leadership training and community education.

Pictured from left to right: Holly Behrens – Graduate, Megan Reshetar – Graduate, Liesl Hovel – Graduate, Brett Dick – Graduate, Rachel Dix – Graduate, Taylor Wensmann – Graduate, Brady Carda – Graduate, Michael Herman – BGCAA Executive Director, Bea Fischer – Graduate and Garrett Brunmeier – Graduate.



Chamber Has Two Open Board Positions

The Aberdeen Area Chamber of Commerce is seeking applications for two open positions on the Board of Directors starting January 1, 2018.

Serving on the board is a rewarding experience. It allows you to contribute to the growth of our organization and the Aberdeen community, while also developing your own personal leadership skills. Board members act as voting members of the board with full authority and responsibility to develop policies for the operation of the organization; to monitor the organization’s financial

health, programs and overall performance; and to provide the President the resources need to serve the organization’s constituencies. Board members must be current members of the Aberdeen Area Chamber of Commerce.

A board application is available at <http://www.aberdeen-chamber.com/91/Board-of-Directors> or send us an email request at info@aberdeen-chamber.com. Applications are due by November 11, 2017. All applications will be reviewed and personal interviews will follow. If you have any

questions regarding the role of a board member,

call Gail at (605) 225-2860.

Special thank you to our departing board members Carl Perry and Tom Snyder, for their service and commitment to our organization.



Snyder



Perry

Nominations Sought for Community Awards

On February 13, 2018 the Aberdeen Area Chamber of Commerce will recognize Community Leaders at the 13th Annual Community Champions Awards Luncheon. At this event, several community and regional organizations come together to proudly recognize the recipients of 9 prestigious awards!

Each of these awards and their criteria is described below. As you review each award, please think about who is deserving of recognition and nominate them. It is so important for our community to recognize achievement, vision, collaboration, generosity and spirit.

CHAMBER SPONSORED AWARDS: To nominate someone for any of the awards listed below call the Chamber office at (605) 225-2860 or email: info@aberdeen-chamber.com. Nominations must be received by January 12, 2018.

The Woman of Spirit Award. The award, 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 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.

The ViTality Award: The ViTality 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 namesake, ViTality, is in memory of Aberdonian, Vi Stoa. Stoa was often called a 'regional thinker'.

PRAIRIE FAMILY BUSINESS INITIATIVE SPONSORED AWARD: To nominate someone for this award call (605) 274-9530 or email: fba@usd.edu

The Aberdeen Area Family Business of the Year Award. This award is co-sponsored by The South Dakota Family Business Initiative and CorTrust Bank. 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.

CVB/HOTEL ALLIANCE SPONSORED AWARDS: To nominate someone for these



awards, please contact the Aberdeen CVB at (605) 225-2414 or info@aberdeencvb.com

The Hometown Hero Award. The award is presented to an individuals or institutions who contribute to our community by going the extra mile to bring their group's meetings, conventions, or events to Aberdeen. Because of the dedication of these wonderful individuals that go above and beyond the call, our community benefits.

The Spotlight Award. The award honors a special individual who "shines the light" on our community and region by bringing national recognition and attention to our area.

ABERDEEN DEVELOPMENT CORPORATION SPONSORED AWARD: To nominate someone for this award, please contact The Aberdeen Development Corporation at 229-5335 or mikebock-orny@adcsd.com

The Entrepreneur of the Year Award. In the spirit of building on Aberdeen's rich culture of entrepreneurship, the Aberdeen Development Corporation sponsors this award which recognizes a local entrepreneur and their efforts.

Cluckin' Good Time at the Chicken Wing Challenge

The 1st annual Chamber Committee Chicken Wing Challenge took place during the October Business After Hours at QQP. Seven Chamber committees got saucy to vie for two amazing rubber chicken traveling trophies – one for People's Choice and one for the favorite of the secret judges. Each BAH attendee received a ticket to vote for their favorite wing recipe (People's Choice). At the



People's Choice - Ambassadors

end of the night, after hundreds of wings were consumed, the winners were revealed. Congratulations to the Chamber Board for receiving the Judge's award and the Ambassadors



Judge's Choice - Chamber Board

for earning People's Choice. Other committees participating were Partners in Community Pride, Ag, Military & Veterans, Workforce & Education and Diplomats.

Volunteers Make Aberdeen a Better Place



Lynn Lander
Aberdeen City
Manager

Aberdeen is Blessed to be a community in which many individuals seek to volunteer their time and services. Anyone can volunteer and most individuals enjoy the interaction with other individuals. Members of the Airport Board, Library Board,

Planning and Zoning Commission, Board of Zoning Adjustment, Parking Board, Business Improvement District Boards, Parks, Recreation and Forestry Board, Housing and Rede-

velopment Board, Residential Contractors Board, and Board of Ethics are all comprised of volunteers who serve the community without pay.

There are endless volunteer opportunities beyond serving on a city board. Below are other opportunities you might be interested in pursuing. You may volunteer on a part-time basis or just a couple of hours each week and any needed training and orientation will be provided as necessary.

Wylie Park – Volunteer as a maintenance volunteer, train attendant or other activities.

Parks, Recreation and Forestry – Help with Winterfest, the Haunted Forest,

Arts festivals, and other seasonal

recreation events.

Senior Center – Meals on Wheels, Octoberfest events, newsletter distribution or other activities.

Police Department --Neighborhood Watch Program

Library – Book deliveries to resident homes.

Please call the respective division listed above if you have an interest in serving your community as a volunteer. On behalf of all the city departments, I wish to express a special thanks to all individuals who are volunteering to make Aberdeen a better place. Your commitment of time and services are very important to the community and greatly appreciated.

Wingin' It in Aberdeen!

The 2017 pheasant hunting season was kicked off Aberdeen-style on Friday, October 13th, at the

Aberdeen Wings game. Staff and Board members from the Aberdeen Area Convention and

Visitors Bureau, with help from the Chamber of Commerce staff, were in attendance to greet game attendees and toss the 'Wing it in Aberdeen' t-shirts to the crowd. This is one of several



South Dakota Rooster Rush events hosted by the CVB to promote our community and bring awareness to the economic impact of our out-of-state visitors this time of year.

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Why you Should Stop Facebook Snooping on Job Applicants



Kim Dorsett
Partner, Richard-son, Wyly, Wise, Sauck & Hieb

Recent polling has suggested that the use of social media web sites to screen job applicants has increased drastically over the years. Recent studies also suggested that once job applicants realized a potential employer had viewed their

social media profile, they perceived the hiring process as unfair and felt that their privacy rights had been violated.

This type of perception can have serious repercussions for an employer's hiring reputation, and can make disgruntled applicants more inclined to resort to litigation. If you or your

business includes online research as part of your early screening or hiring process, I am hopeful this article will convince you to reconsider that practice unless there are strict guidelines in place.

Federal and state law prohibits an employer from making hiring decisions on the basis of certain protected characteristics, such as a person's race, color, religion, sex, national origin, age, disability, or genetic information.

As a result, an employer is not allowed to ask illegal questions of applicants, such as age, marital status, pregnancy status, plans for more children, unrelated criminal history, religious beliefs, or plans for retirement.


However, with a few clicks of the mouse an employer can indirectly see prohibited information, such as a

Facebook post announcing a pregnancy. Once this prohibited information is seen, it will be impossible to convince an EEOC investigator it was not a factor in any decision to pass on that applicant.

If this type of process is absolutely necessary, the most conservative approach would be to wait until the employer both obtains consent and makes a conditional job offer.

Additionally, for any type of internet based research, clear search guidelines must be developed and each person must carefully document the hiring process and all information relied upon in making the decision.

For further information about this important and complex area of the law, you may contact me directly or consult www.eeoc.gov.



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Real, Genuine Accountability



Kristi Noem
US Representative
(R-SD)

Trust in government is at an all-time low – and who could blame folks? Fraud, mismanagement, and abuse are rampant within government agencies. Taxpayer dollars are too often misspent by bureaucrats. And many people aren't given basic courtesies when they

interact with some federal employees. We need accountability in government – and I mean real, genuine accountability.

A few weeks ago, after speaking to the Watertown Rotary, a local radio commentator summarized my remarks like this: "If you don't like the IRS, it probably doesn't compare to Rep. Kristi Noem's disgust with the agency." It's true – and the agency's lack of accountability has a lot to do with that disgust. This should be a "service first" agency, but customer service at the IRS is appalling. During 2015, only 38 percent of callers could reach an IRS representa-

tive. Meanwhile, they targeted conservative groups and wasted millions of dollars on conferences and "Star Trek" parody videos.

Through the House, we've passed legislation to prevent the IRS from targeting taxpayers for political gain. We've passed a Taxpayer Bill of Rights. And we've passed legislation I wrote to stop the IRS from rehiring employees who have already been fired for misconduct. Unfortunately, Senate Democrats and President Obama blocked much of this agenda from moving forward.

Thankfully, we turned a new leaf with President Trump's election. Alongside the previously mentioned reforms, one of the best ways to hold the IRS accountable is by drastically reducing its role. By simplifying the tax code, we're hopeful most Americans' tax returns could fit on a postcard once tax reform goes through. That leaves little room for the IRS to take advantage of hardworking South Dakotans.

But I have a problem with federal agencies beyond the IRS too. Today, a wanted felon can evade prosecution for months

– even years – and yet somehow still receive a check from the Social Security Administration every 30 days or so. Let's be clear: taxpayers shouldn't be asked to make payments to people who are running from the law. Period.

I've introduced legislation to stop these payments, which passed the House earlier this fall. This

is not simply a fairness issue either. Staci Ackerman, the Executive Director for the South Dakota Sheriffs' Association points out: "This bill will also limit [wanted felons and parole violators'] ability to avoid justice using taxpayer dollars to evade capture." On top of it all, the legislation is estimated to save more than \$2 billion.

I've also introduced legislation to bring greater integrity to the Temporary Assistance for Needy Families (TANF) program, which is the country's primary assistance program for low-income individuals and families. Today's program often perpetuates poverty, rather than opportunity. With my legislation, we realign TANF with its core mission: offering upward mobility and the opportunity for greater financial independence to hardworking Americans.

Additionally, I'm fighting to make sure the Indian Health Service (IHS) is held responsible for the care it delivers. Whether it's a drug testing program for employees or strengthening fiscal accountability measures, greater accountability will better keep the IHS focused on serving tribal communities.

I've also voted to expand whistleblower protections within the VA and streamline the process required to fire any VA employee, reforms President Trump signed into law. All of this only scratches the surface of what's being done, which highlights just how broken the federal government is.

As we continue to work toward fixing agencies across the board, I encourage you to reach out to my office if you need assistance with the IRS, VA, Social Security, or any other federal bureaucracy. We can help you navigate the process and, when necessary, hold them directly accountable on your behalf.



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Tax Reform for Middle-Class South Dakotans



John Thune
US Senator
(R-SD)

The U.S. tax code is too large, too complicated, and too outdated. Reforming and modernizing it so more middle-income South Dakotans can keep more of what they earn doesn't have to be complicated, and it's something

on which both Republicans and Democrats should be able to agree. This is a once-in-a-generation opportunity, and I'm excited to be a part of it.

The tax reform framework the Senate, House, and Trump administration released in September was the result of a months-long process that included significant coordination between Congress and the administration. As our work on tax reform continues, members of the Senate Finance Committee, myself included, will continue to have an open process by holding hearings, receiving feedback from the American people, and taking our ideas about tax reform to communities in South Dakota and around the country.

The tax reform framework would expand the "0 percent tax bracket" by doubling the standard deduction to \$12,000 for single filers and \$24,000 for folks who file jointly. The standard deduction is the amount of money that's taken off the top of your gross income and is not taxable. For a family making \$24,000 or less per year, that means they wouldn't pay a dime in federal

income tax. Joint filers who make more than \$24,000 per year wouldn't pay federal income tax on that portion of their earnings either.

The Child Tax Credit is important for a lot of middle-class families in South Dakota, which is why I support preserving and strengthening it. As under current law, up to the first \$1,000 of the credit would be refundable, and the framework wouldn't change that. It would, however, increase the amount of the credit and the phase-out threshold, which means more families would have access to it.

The current tax code has seven tax brackets and way too many itemized deductions. Our tax reform framework would condense these brackets into three progressive tax brackets. With the increased standard deduction, these new brackets would lower the tax burden on hard-working Americans, while high-income earners would still pay a higher tax rate. While it would get rid of most of the complicated tax deductions, it would preserve popular benefits for home ownership and charitable contributions. These are good tax incentives for families, and I believe they should remain in the code.

I've been fighting to bury the fundamentally unfair death tax for years, and

I'm glad the framework incorporated my idea to protect family-run farms and ranches from this burdensome tax that can strike at the worst possible moment. While critics believe certain folks, including some farm and ranch owners, should be taxed twice on their income or forced to spend valuable time and money dealing with lawyers and accountants just to avoid being a victim of the death tax, I do not. These can be scarce resources that could otherwise be used to grow a business or hire new workers.

The reason I believe we're headed in the right direction is because this framework would help the people who need it the most. It would provide relief to middle-class families, and it would help small and medium-sized businesses and farms and ranches grow and create jobs. There's more information about the framework and how we plan to achieve these goals on www.thune.senate.gov. Just click on the tax reform tab on the homepage, and please let me know what you think.

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20 Trillion Reasons to Reform Taxes & Mandatory Payment Programs



Mike Rounds
US Senator (R-SD)

The federal government's national debt recently surpassed \$20 trillion. While there is plenty of blame to go around, the majority of this debt can be attributed to the past decade, as our debt was \$10.6 trillion at the start of 2009. In other words, in the past eight years, the federal

government has accrued as much debt as it accrued throughout the first 230 years of our country's existence. It's no wonder military leaders acknowledge it as being a top threat to our national security. Even more frightening, there is no sign of it slowing down.

High debt threatens economic growth by driving up interest rates and discouraging businesses and individuals from investing back into the economy. And it breeds even more debt as the interest on our debt must be paid to those who hold it – leaving fewer resources for other priorities such as roads, research and education.

Our broken tax system also plays a role by

limiting our ability to collect revenues. Our current tax rates create a disincentive for companies to do business here in the United States, which then leads to fewer high-paying jobs for American workers, and encourage businesses to keep their profits overseas. Lowering tax rates would incentivize companies to repatriate that money and invest it back into our economy. Earlier this year, I introduced a proposal in the Senate to lower the tax rate in each bracket. It is but one step we can take to overhaul the tax code that will provide direct, immediate relief to hardworking families, jolt our economy and increase federal revenues.

While I do believe tax cuts are an important step to controlling our debt, the biggest driver of our debt is the rapid, unchecked growth of mandatory payments on safety net programs including Medicare, Medicaid and Social Security. If we continue down our current path, in less than ten years 99 percent of all federal revenue will have to be spent on mandatory payments and interest on our sky-high debt. No amount of cuts to defense and other programs such as crop insurance, education, highways and bridges will have a meaningful effect on debt reduction without also controlling the cost of these mandatory

payment programs.

Mandatory payments already account for nearly three-fourths of our total federal spending today. This is because Medicare, Medicaid and Social Security have never been properly managed and Congress does not currently appropriately oversee them. They run on auto-pilot. Given that they are our largest federal expenditures every year, it is time for Congress to take an active role in managing their funding levels on a regular basis. This does not necessarily mean making cuts – it simply means giving Congress the authority to review them to make them as efficient as possible and to make sure they are available for individuals who need them, both now and in the future.

Surpassing \$20 trillion in debt should be a wake-up call to Washington, which for decades has failed to own up to their responsibility to balance its checkbook. I continue to work with my colleagues in the Senate to shake up the budget process in Congress, and open up the entire budget to congressional review – including mandatory payments. It is the only way to slow down the fiscal train wreck. Simply delaying action and looking the other way is not an option.



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Celebrate Small Business Saturday on Nov. 25th

Small Business Saturday is promoted on a national level by the U.S. Small Business Administration (SBA); Small Business Saturday is designated annually as the day after Black Friday, the unofficial start of the holiday shopping season. SBA's South Dakota District Director John L. Brown II, encourages all citizens to recognize the importance of local small businesses by shopping at these establishments on Saturday, Nov. 25 – which is Small Business Saturday – as well as throughout the year.

"These small businesses are owned by your friends and neighbors who support the Aberdeen community all year," said John L. Brown II, South Dakota District Director. "Take time in return to support them this year – visit a few retailers you may never have shopped with before. You'll enjoy your holiday experience that much more and will have done well by doing good!"

Aberdeen's small businesses are major providers of residents' everyday needs when it comes to goods and services. When Aberdeen residents choose to shop at small local businesses, they make a huge impact in this community by supporting an important cornerstone of the local economy. At the same time, strong numbers of customers patronizing local businesses encourage the entrepreneurial spirit that created existing businesses and can inspire others to be added to the community's retail offerings. Why shop local? For every \$100 spent at a local business, \$68 stays in that town. Spending \$100 at a national chain means only \$43 stays in town. Small business owners know how important it is to cultivate a thriving local community that shops close to home. South Dakota small businesses employed 207,088 people, or 59.5% of the private workforce, in 2014 according to the US Census.

The SBA has changed dramatically

to meet the needs of today's entrepreneurs. The breadth and depth of our streamlined and improved products and services may surprise you, some of SBA's programs and services:

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- Training
- Guidance on government rules and regulations as well as business law and compliance assistance through SBA's Business.gov website <https://www.usa.gov/business>

- Financing
- Government Contracting Assistance,

Small businesses are at the heart of America's economy, driving most new innovations and creating approximately two-thirds of the net new jobs. On Saturday, November 25th you can support entrepreneurs who are the unsung heroes in our local communities and central to our prosperity and health as a nation. For many, personal economic empowerment through small business ownership is often the best, and only available, ticket

to the American Dream. As the lead Federal agency working to create an environment where America's entrepreneurs can flourish, the SBA is here to help America's best and brightest achieve success. And 99 percent of all businesses in South Dakota are small businesses – to paraphrase, the business of South Dakota is SMALL BUSINESS! Visit us at www.sba.gov/sd for more information and Shop and Dine Small this November 25th.

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Infrastructure - A Vital Component to Community Development



Mike Bockorny
Chief Executive
Officer, Aberdeen
Development Corp.

Greetings from the Aberdeen Development Corporation (ADC)! Over the past year there has been much discussion surrounding the infrastructure of our country. Much of this talk has surrounded the need to update inadequate bridges, roadways, waterways, etc. With

the addition of AGP to our community the discussion has also surrounded our railways. In this edition I am going to share some thoughts about the future of Aberdeen's infrastructure.

We all know that Aberdeen is not unique in the challenges we are facing. In fact, almost every municipality and state across America are facing exceptional monetary and demographic challenges that make it essential for us to rethink the way we are doing business. These influences are diverse, but they

share an important need for modern and trustworthy infrastructure.

An excerpt from a recent article published by Robert Puentes summarizes the importance of infrastructure succinctly; "Concrete, steel and fiber-optic cable are the essential building blocks of the economy. Infrastructure enables trade, powers businesses, connects workers to their jobs, creates opportunities for struggling communities and protects the nation from an increasingly unpredictable natural environment. From private investment in telecommunication systems, broadband networks, freight railroads, energy projects and pipelines, to publicly spending on transportation, water, buildings and parks, infrastructure is the backbone of a healthy economy.

It also supports workers, providing millions of jobs each year in building and maintenance. A Brookings Institution analysis Bureau of Labor Statistics data reveals that 14 million people have jobs in fields directly related to infrastructure. From locomotive engineers and

electrical power line installers, to truck drivers and airline pilots, to construction laborers and meter readers, infrastructure jobs account for nearly 11 percent of the nation's workforce, offering employment opportunities that have low barriers of entry and are projected to grow over the next decade.

Important national goals also depend on it. The economy needs reliable infrastructure to connect supply chains and efficiently move goods and services across borders. Infrastructure connects households across metropolitan areas to higher quality opportunities for

employment, healthcare and education. Clean energy and public transit can reduce greenhouse gases. This same economic logic applies to broadband networks, water systems and energy production and distribution." Robert Puentes, Nonresident Senior Fellow – Metropolitan Policy Program

All what Puentes states is true for Aberdeen already, but will become more prevalent as AGP begins to transport product in the very near future. Clearly rail and roads will be very important to AGP and others as Aberdeen continues to grow.

Another extremely important resource is water. The importance of this resource has been brought to light recently with the challenges faced by WEB Water. These challenges show how difficult it is to grow and/or even maintain without an adequate supply of water.

The City of Aberdeen has done a good job in being proactive in both the supply of clean water and providing an avenue for wastewater treatment. There is discussion of a new water tower and new sources of water for our community. This forward thinking is what is needed and will provide all of Aberdeen the opportunity for growth long into the future. How or when these enhancements will occur is still being sorted out, but we are confident we will see these sooner rather than later. Examples of communities failing to have the foresight to plan accordingly for infrastructure maintenance and upgrades are prevalent in South Dakota right now. While I will not name these communities, and Aberdeen is not perfect, we should all be thankful we reside here!

I could go on about other infrastructure upgrades recently completed or planned soon; however, I believe my comments and the excerpt by Puentes show the significance and need for continued investment in our infrastructure.

Finally, and as always, we keep our focus on our mission statement - "Recruit, retain and expand economic opportunity in Aberdeen and our surrounding region." We wish you all a great winter season! For information or questions please contact our office at 605-229-5335 or check out our website at www.adcsd.com.

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