

# progress

MAGAZINE

2020 | SEPTEMBER - OCTOBER

[aberdeen-chamber.com](http://aberdeen-chamber.com)

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**SANFORD HEALTH'S  
COVID-19 SAFETY  
MEASURES  
KEEP PATIENTS  
PROTECTED**

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CHANGING THE GAME

The Official Magazine of the Aberdeen Area Chamber of Commerce



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# Sanford Health's safety measures keep patients protected

As the world copes with the COVID-19 pandemic, you may have some questions about what to expect during your next doctor's appointment. Sanford Health is taking extra precautions to keep patients and staff safe in the communities they serve.

"Our patients' safety is always top of mind for us," said Ashley Erickson, executive director of Sanford Health in Aberdeen and Ipswich. "From the moment you come in the door, we are thinking about how we can protect you."

## What can I expect when coming in for care?

When arriving for your appointment, you will be greeted at the entrance with a few screening questions that include possible exposures to COVID-19, COVID-19 related symptoms and any pending COVID-19 tests.

You will be asked to wear a mask, along with any visitors who are joining you for your appointment.

"All of our staff will be masked, and your care team may also be wearing goggles or a face shield as an additional layer of protection," Erickson said.

If you have to wait a few minutes before your appointment, waiting rooms have staggered seating for social distancing and increased cleaning, especially in high-touch areas.

## Why should I schedule or keep an appointment?

Seeing your primary care provider for routine care can keep you out of the emergency room and prevent a serious health condition.

"Our providers and their relationship with you is not just about coming in when you feel sick," Erickson said. "Preventive care helps keep you in the best health possible."

During a wellness visit, your provider will review considerations, such as your age or personal and family history, before discussing what tests and immunizations are recommended to keep you healthy. This may involve cancer screenings, lab work to check cholesterol levels, or blood pressure and weight evaluations.

Your provider can also identify any health concerns sooner, leading to preventive treatment options.

"The last thing we want to see is patients put off preventive care and wellness exams, only to find out that we could have easily addressed a health concern," said Erickson.

Routine appointments for children – known as child wellness exams – also keep children on track with vaccinations, which are important to protect against some of the most dangerous diseases.

## What advice do we have for receiving care during a pandemic?

"Don't put off your health care needs," Erickson said. "You can take comfort in knowing it's safe to visit our clinics and hospital. Our care team is aware that you're concerned with coming in, and we're taking your safety very seriously. A provider and patient relationship is the most important piece of health care, and we would never compromise that relationship – nor your health and safety."



## Sanford Health is taking the following safety measures at all locations:

- Employees and patients are screened for COVID-19.
- All locations are following the Centers for Disease Control and Prevention (CDC) cleaning and sanitizing requirements.
- Social distancing is in effect in all waiting areas.
- Employees are wearing face masks at all times.
- We're limiting personnel and visitors.
- Hospitals have designated areas for COVID-19 patients.

To learn more, visit [sanfordaberdeen.org](https://sanfordaberdeen.org).

**SANFORD**  
HEALTH

# Honored to Be Community Cheerleaders



**Gail Ochs**  
President, IOM,  
Aberdeen Area  
Chamber of  
Commerce

Marketing our community is something we at the Chamber love to do. We are cheerleaders for our community and its businesses, and the work we do is always tied to helping businesses grow, retaining and recruiting people, and creating a quality of life that people want. 100% of city marketing funds that the Chamber receives from the city's promotion fund are used for marketing. Absolutely no funds are used for wages and administration of those funds. We do this because we believe we have a common goal with the City – to build a better, stronger community where people want to live, work and play. We believe that this partnership benefits the taxpayers of Aberdeen, our Chamber members, and the City of Aberdeen.

The marketing that our office does on behalf of the community is different from the marketing being handled by other community organizations. Our marketing focuses on the following target markets:

- **Day-trippers (individuals who live outside of Aberdeen, but within 100 miles)**

Messaging to day trippers is that Aberdeen should be their top choice when traveling to a community for services that their own community does not offer. We promote the variety of services available here from healthcare, professional services, education, retail, etc. These people are not moving to Aberdeen, but contribute to both our sales and promotion taxes when they travel here for these purposes. To reach this audience, we do targeted radio, television, print advertising and social media.

- **Relocaters**

Messaging to people looking to relocate to our community is provided when requested through the [aberdeensd.com](http://aberdeensd.com) website we manage, through working with HR managers, walk-in requests, and specific targeting through "The Right Move" social media campaign. For this group, we promote the community as a whole, and all the attributes that we as citizens know and appreciate. We promote the fantastic quality of life, low cost of living, low crime, job opportunities, entrepreneurial spirit, and more. To reach this audience we utilize targeted social media, the [aberdeensd.com](http://aberdeensd.com) website (including [aberdeensd.com/therightmove](http://aberdeensd.com/therightmove)), printed relocation packets with the official community guide & map, radio, and television.

- **Locals**

Messaging to local citizens are designed to keep them engaged, informed, and – most importantly



– right here in Aberdeen. We promote local events they may be interested in, importance of living local and shopping local through the #LIVELOCAL57401 campaign, job opportunities available to them, opportunities to get involved, and we try to instill a sense of community pride. To reach this audience, we use radio, television, social media, billboards, promotional items, and event sponsorship.

This year, we were excited to take the lead on the development of a new community brand which included a new logo, slogan and flag. We are excited for this new, fresh change that will help us showcase how Aberdeen is continuing to "change the game" each and every day. We are not the same community we were...even ten years ago!

Our population has grown, new businesses have opened and others have expanded; our educational, healthcare and retail options are second to none; and new entrepreneurs know that Aberdeen is a great place to start a new business. There is so much to be proud of. And, although COVID-19 has certainly put a wrench in things, we are still working hard each and every day promoting our community and the fact that our businesses are open and working hard to provide safe environments for customers. The new slogan captures that spirit, and we hope you are excited to see the new brand popping up throughout our community!

Together we rally!



## Chamber Leadership

### Executive Board

Jack Hollinsworth, Chair	JDH Construction
Jeff Poppen, Chair-Elect	Sanford Aberdeen Medical Center
Robert Goscicki, Vice Chair	Aberdeen Federal Credit Union
Kellie Ecker, Treasurer	SD Mfg & Tech Solutions
Katie Washnok, Secretary	Blackout Industries
Dawn Williams, Past Chair	SD Dept. of Labor

### Staff

Gail Ochs	President
Lisa Anderson	Marketing & Collaboration
Bea Smith	Membership & Engagement
Stacie Wiedeubush	Finance & Administration
Dawn Maas	Outreach & Events

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### Full Board

Brett Deibert	Farm Credit Services of America
Dr. Timothy Downs	Northern State University
Justin Feickert	Midstates Group
Julie Fischbach	Mainstream Boutique
Todd Forkel	Avera St. Luke's
David Novstrup	Wylie Thunder Road/Allevity
Matt Prehn	Midstates Group
Andy Rehder	3M Company
Dr. Sandra Welling	Presentation College
Joel Mann, CVB Board Liaison	
Mike Sommers, ADC Board Liaison	Double D Body Shop
Matthew Zeller, ADA Board Liaison	Great Western Bank
Mike Bockorny, Ex-Officio	Aberdeen Development Corp.
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: Sanford Health Aberdeen

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Aberdeen, SD 57401



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Companies. For advertising opportunities,  
contact Jason Pelzl at 605.225.5287 or  
1.800.456.2431

# Why You Should Celebrate National Manufacturing Day

It's difficult to grasp the magnitude of the impact the manufacturing industry has on our daily lives. It's the lifeblood of local, national and global economies. Without it, our store shelves would be bare, direct-to-consumer companies would be non-existent and an affordable goods economy could not be created.



**Jack Hollinsworth**  
2020 Chamber Board Chair, JDH Construction

The Manufacturing sector includes operators engaged in the transformation of raw inputs into new products using mechanical, physical or chemical processes. Additionally, assemblage of component parts into new, complex goods is included in this sector, except where they should be considered construction.

In South Dakota, manufacturers accounted for 10.3% of the total output in the state in 2019, and, as of June 2020, employ 10.26% of the nonfarm workforce – over 42,000 people. In 2018, total output from manufacturing was \$5.31 billion. In 2017, the annual average compensation in manufacturing-related jobs was \$56,999, compared to an average of \$38,142 for nonfarm businesses in the state. ±

The first Friday in October each year (October 2, this year) is observed as National Manufacturing Day. We should all be grateful for this business sector and what they contribute to our economy and our quality of life. Because they have such a far-reaching impact, the Manufacturing Award is one of just nine categories we recognize at the annual ABBY Awards banquet.

Personally, I want to thank of all our Chamber member businesses in the manufacturing sector who continue to support us and our mission and take part in our committees and sit on our board. Aberdeen is a better place because of you. You are appreciated for all you do.

± Statistics: [www.nam.org](http://www.nam.org) and [www.bls.gov](http://www.bls.gov).

## save the date

The 2020 ABBY Awards has been postponed

We will be combining the ABBY Awards & Christmas with the Chamber to create a

Christmas Community Celebration

December 10th, 2020

at the Dakota Event Center



# We Want to Know When Your Event Is



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

There's only a few months left of 2020, which means planning and preparing for 2021 is well underway.

If you know the dates of your 2021 Aberdeen area events – especially those amazing annual events – let us know!

Fill out our online form at [visitaberdeensd.com/submit-your-event](http://visitaberdeensd.com/submit-your-event). It's quick and easy, and you can even include a picture.

We love to promote events in our area but can't promote events we don't know about.

Submitting the dates of your events to us early means your event is on our radar. We can bubble up that information to Glacial Lakes and Prairie Tourism and South Dakota State Tourism.

The more we know about local events, the more we can brag about them in our visitor guide, at travel shows and to people wanting to visit Aberdeen.

We promote many happenings on social media to our thousands of followers on Facebook, Instagram and Twitter.

With so many events in 2020 being canceled, postponed or altered, we want to make sure 2021 is fun, delightful and memorable for all the right reasons.

If dates are set, but all the particulars have yet to be hashed out for your event, fill out the form with



known elements and contact us as more details are known.

If you need any other help putting an event together, give our office a call!

Our services include:

- Hotel room blocks and event rates.
- Attendee welcome.
- Group outings.
- Family outings.
- Registration assistance.
- Social media promotion.
- Visitor packs.

If you have more questions about hosting events or submitting your event to the Aberdeen Area Convention and Visitors Bureau, contact us at [info@visitaberdeen.com](mailto:info@visitaberdeen.com) or call 605-225-2414.

## PEOPLE'S CHOICE ABBY AWARD WINNER

The People's Choice Award is presented to a business or organization that demonstrates exceptional performance in its support of the community and increases community pride through their efforts.



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# 2020 National Disability Employment Awareness Month



The month of October is nationally recognized as National Disability Employment Awareness Month (NDEAM), which this year commemorates the 75th anniversary of observing this important topic. NDEAM aims to recognize the accomplishments and contributions of employees with disabilities to the workforce, and reminds businesses of the importance of diverse hiring inclusion policies and practices. This year's theme is, "Increasing Access and Opportunity," in which also recognizes the 30th anniversary of the Americans with Disabilities Act (ADA).

South Dakota also recognizes NDEAM with various educational and awareness activities throughout the state, and traditionally previous Governors along with Governor Noem declare the month of October as Disability Employment Awareness Month (DEAM). For several years, numerous communities have been hosting training events for businesses, employees, and the general

public to recognize DEAM. Aberdeen is one of those communities and will be hosting an event in October.

This year's event is taking a twist due to the COVID-19 pandemic and will be hosted in a virtual format. Think 3D, a consulting company out of Sioux Falls, SD, will bring awareness, challenge perspectives and encourage mindset growth as they host two event options during the week of Oct. 5th. Think 3D focuses on organizational culture and leadership development and you may have recently

seen one of their founders, Vaney Hariri, featured on Keloland news over the last few months speaking on diversity, inclusion, and other important topics. Vaney and his business partner are passionate about making the world a better place by challenging thinking and making ourselves "better humans to influence the world in a positive manner".

The decision to go virtual was made recently; therefore, more information will be available soon regarding registration and further event details. Please follow the Facebook pages of The Connection ([www.facebook.com/theconnectionaberdeen](http://www.facebook.com/theconnectionaberdeen)) and the Aberdeen Mayor's Advisory Committee for People with Disabilities ([www.facebook.com/Aberdeenmayorsadvisorycommittee](http://www.facebook.com/Aberdeenmayorsadvisorycommittee)) for further details. You may contact the Division of Rehabilitation Services, Laura Stoltenburg, at 626-2398 or [laura.stoltenburg@state.sd.us](mailto:laura.stoltenburg@state.sd.us) for future event details in the near future.



**Kimberly Ludwig**  
Business Specialist,  
Division of  
Rehabilitation  
Services  
and  
**Laura Stoltenburg**  
District Supervisor,  
Division of  
Rehabilitation  
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# Ambassador Visits



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anewleashonlife.net



New Location

**Aberdeen VA Clinic**  
909 S Lamont St • 605-229-3500  
siouxfalls.va.gov/locations/aberdeen.asp



Groundbreaking

**Erosion Fitness**  
628 N Enterprise St • 605-277-6153  
erosionfitness.com



New Location

**Family Dental Care**  
407 6th Ave SE • 605-226-1867  
aberedeenfamilydentalcare.com



New Business

**Kelly's Pet Training LLC**  
605-622-0428  
kellyspettraining.com



Remodel

**Ken's Super Fair Foods & Shell Express**  
2201 6th Ave SE • 605-225-6671  
kenssuperfair.com





New Location

**New York Life**  
2020 8th Ave NE, Ste 11 • 605-225-4440  
newyorklife.com



New Business

**PEMF Pulse Advantage**  
415 S Main St, Ste 305D • 605-310-3326  
pemfpulseadvantage.com



New Location

**Sight & Sound**  
3011 8th Ave NE, Ste 403 • 605-290-7472  
facebook.com/SightandSoundSD



New Business

**Shoe Sensation Inc.**  
3828 7th Ave SE, Ste D • 605-205-5093  
shoesensation.com



New Location

**SD School for the Blind and Visually Impaired**  
605 14th Ave SE • 605-626-2580  
sdsbvi.org



New Business

**Vibrant Life**  
415 S Main St, Ste 305D • 605-742-4183  
facebook.com/vibrantlifereikispa



# Chamber Golf Tournament Teams



**Flight 1: 1st Place – MFG**  
 Marc Ronshaugen, Eric Schwan & Ben Smith



**Flight 1: 2nd Place – Aberdeen Health & Rehab/Accura HealthCare**  
 Steve Brown, Ethan Littlejohn, Mike Brown & Kevin Schwan



**Flight 1: T 3rd Place – Eide Bailly**  
 Anthony Schwab, David Frank, Jared Jacobson & Josh Kraft



**Flight 1: T 3rd Place – Domino's**  
 Darin Duvall, Rachel Duvall, Marv Bonnet & Larry Bohling



**Flight 1: T 3rd Place – American Family Insurance**  
 CJ Huber, Toby Royer, Eric Hamiel & Dathan Spieker



**Flight 1: 6th Place – Stan Houston/Titles of Dakota/Steven Lust Automotive/BIA**  
 Michael Baer, Mitch Utecht, Jesse Anderson & Henry Renville



**Flight 1: T 7th Place – Team Perry**  
 Matt Dorfschmidt, Jon Knott, Connie Munsch & Dean Munsch



**Flight 1: T 7th Place – Schwan Financial Group**  
 Adam Christenson, Ryan Patnoe, Justin Ackerman & Kory Schwan



**Flight 1: 9th Place – Helms & Associates 1**  
 Bob Kieso, Randy Bacon, Bob Babcock & Corey Helms



**Flight 1: 10th Place – Aberdeen Development Corp./Midstates Group/Sanford Health/Dakota Plains Development**  
 Matt Prehn, Heath Johnson, Mike Bockorny & Jeff Poppen



**Flight 1: 11th Place – ReadITech**  
 Andrew Meyer, Scott Young, David Malsam & Kelly Fischer





**Flight 2: T 1st Place – Helms & Associates 2**  
Leif Redinger, Craig Harrison, Lucas Hoover & Brandon Smid



**Flight 2: T 1st Place – Plains Commerce Bank**  
Dan Amdahl, Rachele Carrels, Michele Schaefer & Lance Vilhauer



**Flight 2: T 1st Place – US Bank**  
Jim Kuch, Jarrod Kannas, Karl Alberts & Joel Albrecht



**Flight 2: T 4th Place – Reunion Student Loan Finance Corporation**  
Spencer Aberle, Angie Johnson, John Heier & Eric Comstock



**Flight 2: T 4th Place – RAM Housing**  
Dean Zimmeraman, Rich Galbraith, Travis Heuer & Paul Zinter



**Flight 2: T 4th Place – Schriver's Memorial Mortuary**  
Charleen Anderson, Dustin Klapperich, Kyle Haaland & Brett Riggs



**Flight 2: 7th Place – JDH Construction**  
Jack Hollinsworth, Ona Hughes, Michael Herman & Jessica Rehder



**Flight 2: 8th Place – NVC**  
Scott Stolle, Jeff Evenson, Brent Hanson & Darren Torrence



**Flight 2: 9th Place – BankNorth**  
Chip Fuhrman, Mark Lane, Casey Nilsson & Jason Jung



**Flight 2: 10th Place – Mark Mehlhoff Insurance**  
Leland Armbricht, Lorne Serr, Aaron Darling & Katie Darling



**Flight 2: 11th Place – Northern State University**  
Timothy Downs, Mary Downs, Megan Fraase & Justin Fraase



# Aberdeen Central Class of 1974 Establishes Endowment for K-12 Student Needs Grants



## Gretchen Sharp

Chief Executive Officer, Aberdeen Development Corporation

Members of the Aberdeen Central Class of 1974 saw an opportunity to address personal needs of K-12 students in the Aberdeen School District and generously contributed to create an endowment to provide grants to fulfill these necessities.

The CHS Class of 1974 Endowment, administered by the Aberdeen Public Schools Foundation, will provide grants to satisfy personal needs of Aberdeen School District Students, such as gloves, socks, coats and other necessary items as identified by school district counselors.

"Last November at the 45th gathering of the Class of 1974, several classmates mentioned the possibility of giving back to the Aberdeen Public Schools in the form of an endowment for the children of the district. With the generosity of many in the class, the Endowment as of this date has



Aberdeen Central Class of 1974 at their 45th class reunion November 2, 2019.

received gifts in the amount of \$16,330.80. During the next few years, we hope to continue to substantially grow this amount," said Brad Olson '74. "Kudos to the class for 'doing the right thing' for the District and students in need. I encourage my classmates and others to consider future gifts to the endowment."

"The Aberdeen Public Schools Foundation Board and I deeply appreciate the generosity and vision of the Class of 1974 in creating this endowment to help fulfill the needs of our students," said Gretchen Sharp, Executive Director of the Aberdeen Public Schools Foundation

The Aberdeen Public Schools foundation promotes excellence in education by forging partnerships among the schools, community, and alumni. For more information contact Sharp at 605-725-7118 or Gretchen.Sharp@k12.sd.us.

## Virtual Women on the Prairie Conference

Featuring:

# Nicole Phillips



Saturday, October 3, 2020  
9:00 - 11:15 a.m.

Registration Fee ~\$15

More information about this exciting zoom conference to follow.

[www.presentationisters.org](http://www.presentationisters.org)

Learn more about Nicole at  
<https://nicolejphillips.com/>

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# AGP Supports COVID-19 Relief Efforts in 10 Communities

To help with COVID-19 relief efforts, AGP advanced funds to 10 local communities in which the company operates soybean processing/refining facilities. Support that totaled \$100,000 from AGP was directed toward United Way, Red Cross, food pantries, medical facilities, and local chamber programs and activities in each of the 10 different communities.

Relief organizations in the following local communities were the recipients of the funds from AGP:

- Eagle Grove, Emmetsburg, Manning, Mason City, Sergeant Bluff, and Sheldon, Iowa
- Dawson, Minnesota
- St. Joseph, Missouri
- Hastings, Nebraska
- Aberdeen, South Dakota

"The COVID-19 pandemic has negatively impacted families and communities across America this year and we want to support and encourage the many different volunteer organizations who are responding to local needs and providing relief in the communities in which we operate," said AGP Chief Executive Officer Keith Spackler. "AGP's contributions to these community-based organizations will support their important efforts."



Left to right, Gail Ochs, Aberdeen Chamber; Matt Smith, Dave Lien and Lance Stoeber, AGP

The Aberdeen Area Chamber of Commerce is extremely grateful to have received these funds to offset costs for the Small-Act Big Impact Campaign that raised over \$270,000 for local businesses.

## welcome new members

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### South Dakota Community Foundation

Patrick Gallagher, Community

Development Coordinator

208 S Main St | Aberdeen | 605.380.2491 | sdcommunityfoundation.org

The South Dakota Community Foundation, along with philanthropy in South Dakota, has a storied past and bright future. This will provide an outlet for storytelling, promoting possibilities and opportunities, and giving recognition to the donors and nonprofits making our state better each day. At the same time we look forward to hearing from you about how we can continue to serve South Dakota and make it a better state for all residents.



# Business Milestone Anniversaries



Colorful Creations - 5 years

Pictured left to right: Gail Ochs, Aberdeen Chamber and Carly Pochop & Cory Pochop, Colorful Creations



Aberdeen Area Human Resources Assoc. - 35 years

Pictured left to right: Kelli McCulloch, AAHRA; Gail Ochs, Aberdeen Chamber; and Meranda Leidholt, AAHRA



Twist Cone - 50 years

Pictured left to right: Gail Ochs, Aberdeen Chamber; and Lee Klitzke, Sandy Klitzke & Jennifer Klitzke, Twist Cone



Aspire - 60 years

Pictured left to right: Autumn Pitz & Julie Schorg, Aspire; Gail Ochs, Aberdeen Chamber; and Jennifer Gray, Meranda Leidholt & Janae Hamilton, Aspire

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# Coronavirus (COVID-19) & Influenza: Tips for Dementia Caregivers

Dementia does not increase the risk of contracting the Coronavirus, COVID-19, nor does it increase risk for influenza. However, dementia-related behaviors, increased age and common health conditions that often accompany dementia may increase the risk. For example, people with Alzheimer's disease and all other dementia may forget to wash their hands or take other recommended precautions to prevent illness.

In addition, diseases like COVID-19 and the flu may worsen cognitive impairment due to dementia. Other signs and symptoms may include: fever, chills, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new or loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, and diarrhea. If you or your loved ones develop any symptoms, please contact your primary care provider by phone for guidance. Someone may also carry the virus and not have any symptoms, known as asymptomatic.

To protect from Coronavirus, the Centers for Disease Control (CDC) recommends the same methods that you would use to protect against the flu or other common respiratory diseases.

Caregivers of individuals living with Alzheimer's and all other dementias should follow guidelines from the Centers for Disease Control (CDC), and consider the following tips:

- For people living with dementia, increased confusion is often the first symptom of any illness. If a person living with dementia shows rapidly increased confusion, contact your health care provider for advice. Unless the person is having difficulty breathing or a very high fever, it is recommended that you call your health care provider instead of going directly to an emergency

room. Your doctor may be able to treat the person without a visit to the hospital.

- Routines are very important for residents with dementia. Try to keep their environment and routines as consistent as possible while still reminding and assisting with frequent hand hygiene, social distancing, and use of cloth face coverings (if tolerated). Cloth face coverings should not be used for anyone who has trouble breathing, or is unconscious, incapacitated, or otherwise unable to remove the mask without assistance.
- People living with dementia may need extra and/or written reminders and support to remember important hygienic practices from one day to the next.
  - Consider placing signs in the bathroom and elsewhere to remind people with dementia to wash their hands with soap for 20 seconds.
  - Demonstrate thorough hand-washing.
  - Alcohol-based hand sanitizer with at least 60% alcohol can be a quick alternative to hand-washing if the person with dementia cannot get to a sink or wash his/her hands easily.
- Ask your pharmacist or doctor about filling prescriptions for a greater number of days to reduce trips to the pharmacy.
- Get a flu shot and encourage those that also help with caregiving to receive one
- Think ahead and make alternative plans for the person with dementia should adult day care, respite, etc. be modified or cancelled in response to COVID-19.
- Think ahead and make alternative plans for care management if the primary caregiver should become sick.



**Charity Pionk,  
C.D.S.**

*Director of K.O. Lee  
Adult Day Health  
Center at Bethesda*



# Amidst the Pandemic, Leadership Aberdeen Remains Resilient



**Victoria Lusk**  
2020 Leadership  
Aberdeen Class  
Member

Prior to mid-March, the new building campaign for the Aberdeen Area Humane Society was on track, as was the 2020 Leadership Aberdeen class.

In fact, we had just one class, our graduation ceremony, and a nearly all-planned out event left to complete when COVID-19 disrupted ... well, everything.

Now, four months after the initial graduation date, the class has decided to switch gears to an entirely new virtual project.

As community leaders the class's goal has always been to complete a project that the community could get behind and one that would greatly benefit the area.

That's why we choose to help with fundraising efforts for the Aberdeen Area Humane Society, which has raised under 50% of its goal.

Details were still being worked out when this article was written, but it will look something like this: Members of the community, employees of various businesses, dog lovers, etc. will be given the option to participate and vote in an online photo contest that will find the Aberdeen Area Chamber of Commerce a new mascot. Not only that, but the top three dogs and their owners will win some pretty cool prizes --(think along the lines of Dakota Territory beer with a customized dog label and more!). The contest will also double as the humane society's photo calendar contest, with the top 12 or 13 dogs being awarded the cover and monthly photos.



More information will be released when solidified by the Leadership



class. If things go as they should, the contest will be held in September 2020 and more details should be available at [www.gogophotocontest.com/aberdeenareahumanesociety](http://www.gogophotocontest.com/aberdeenareahumanesociety) as well as through a Facebook event. Plus – voting should be open!

On behalf of the 2020 Leadership Aberdeen class, thank you for sticking this out with us and thank you to all of our sponsors and to those dog owners and lovers that will undoubtedly make this project a success.

Join us virtually  
Candidate Forum 2020

**District 1  
SD House**

**9/14**  
9:00 - 10:00 am

**District 1  
SD Senate**

**9/14**  
10:30 - 11:30 am

**District 3  
SD House**

**9/15**  
9:00 - 10:00 am

**Brown County  
Commission**

**9/16**  
9:00 - 10:00 am

Watch via Zoom at  
Facebook Live at  
Aberdeen Area  
Chamber of Commerce

Brought to you by:





# Managing Farm Stress During Harvest

Harvest is right around the corner, where farm families work together to accomplish numerous tasks. I often hear farmers share what they love most about farming, and aspects of harvest season are described. However, with unpredictable weather and market prices, time can be critical and intense stress can exist.

Times are also challenging with the current pandemic and the suggested guidelines for safety. We often hear sayings such as, "Embrace the suck," or "It's okay to not be okay," which seem relevant given the current situation. But, how do we be okay when we do not feel okay?

- Recognize your stress symptoms. The first step in gauging how you feel is to recognize when you are experiencing stress. Where do you notice your stress in your body? Our stress symptoms can be emotional (moodiness, irritability, anger, loneliness, anxiousness, panic), cognitive (forgetful, constant worrying, pessimism), physical (fatigue, headaches, aches and pains, gastrointestinal), and behavioral (issues with sleep, eating too much or too little, use of alcohol, drugs, or cigarettes, procrastination). Write down your stress symptoms. Do others notice your stress? Do they notice different stress signs about you?

- Determine your control. You know you are stressed, and you recognize your stress symptoms. Think about everything that is on your plate – all of your stressors. Maybe your stressors involve finances, strained relationships, weather, market prices, limitations with the pandemic, etc. Which stressors can you control? Which stressors are outside of your control? When we worry about

stressors that are outside of our control, our thoughts and feelings spiral downwards where it can be difficult to dig out of negative thought patterns. Try to focus on what you can control.

- Admit when you need help. Given the pandemic, I have heard friends and family say they feel as if they are on a roller coaster. Some days, emotions feel pretty steady, and other days, irritability/sadness/anxiousness/anger and other feelings can occur. Additionally, harvest can feel like a whirlwind with incredible pressure. When you feel like your stressors are extremely overwhelming and your stress symptoms are intense and persistent, it is important to seek support. Support can be from family, friends, neighbors, pastors/spiritual leaders, and counselors. Avera also offers the Farm and Rural Stress hotline that is free, confidential, and available 24/7. The phone number is 1-800-691-4336.

- Forgive yourself. If you are currently struggling with your thoughts and feelings, you are not alone. An article in the Washington Post recently reported that nearly half of the people in the United States feel that the current pandemic is negatively impacting their mental health. It is okay to have days where you feel competent and accomplished, and other days where it might be a struggle to accomplish one task. Forgive yourself for the hard days.

For additional farm stress resources, please visit <https://extension.sdstate.edu/tags/farm-stress>. To view a more detailed video on understanding and managing farm stress, please visit <https://www.youtube.com/watch?v=V4LIU7QGfY4&t=16s>.

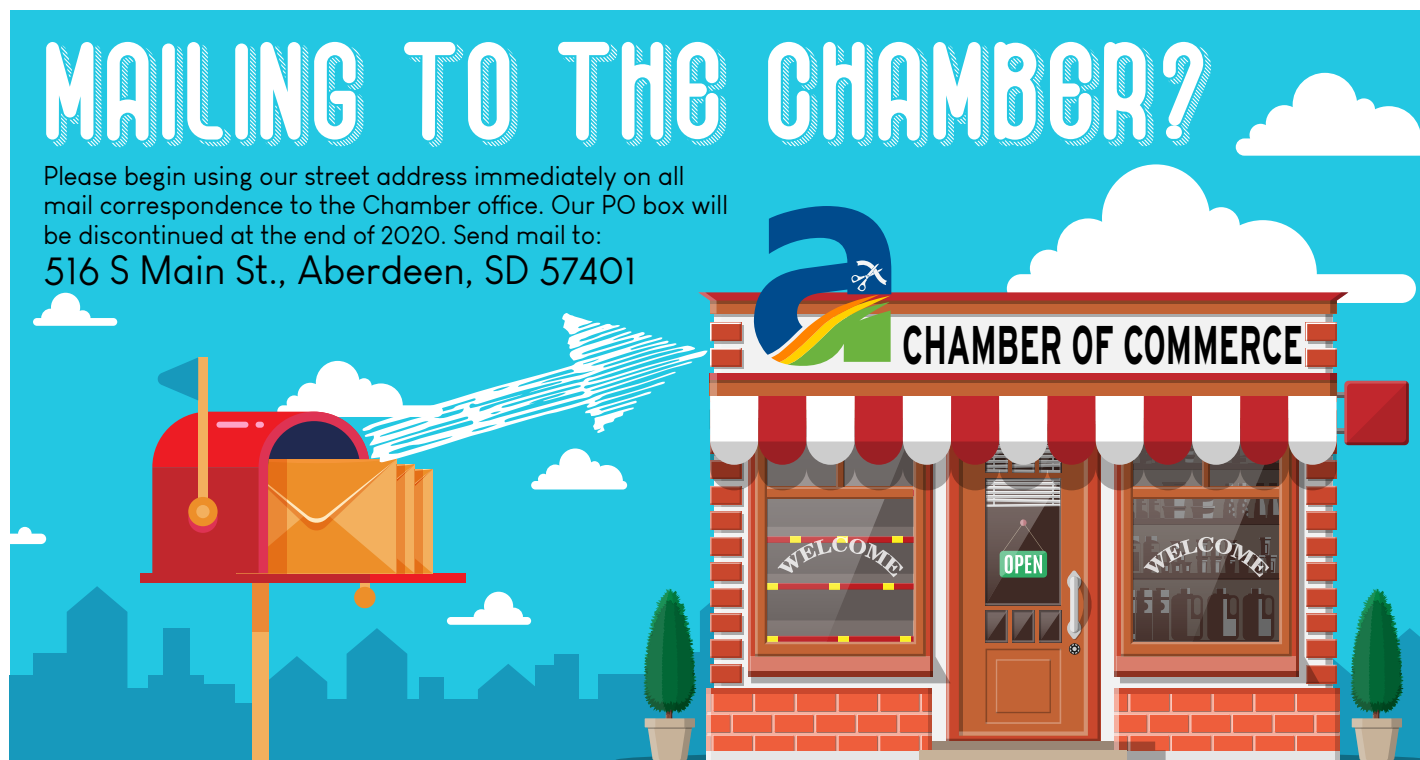


**Andrea Bjornestad**  
Ph.D., LPC,  
NCC

Assistant Professor,  
Extension Mental Health  
Specialist,  
SDSU Extension

## MAILING TO THE CHAMBER?

Please begin using our street address immediately on all mail correspondence to the Chamber office. Our PO box will be discontinued at the end of 2020. Send mail to:  
516 S Main St., Aberdeen, SD 57401




**BUSINESS BRIEFS**
**MELISSA R. WHITE, CPA, NAMED AN ACCREDITED ESTATE PLANNER® DESIGNEE**

Melissa R. White, a tax senior manager with the Aberdeen office of Eide Bailly, a top 25 CPA firm in the U.S., was recently certified as an Accredited Estate Planner® (AEP®) designee by the National Association of Estate Planners & Councils (NAEPC).



*White*

White specializes in trust, estate, and gift tax consulting and compliance; tax and financial matters during administration of decedent estates; tax exempt organization formation and compliance; charitable and planned giving strategies; and individual taxation. She has been a member of the South Dakota CPA Society and the American Institute of Certified Public Accountants (AICPA) since 1999. She has also completed the Elder Planning Counselor program with Texas Tech University.

The Accredited Estate Planner® (AEP®) designation is a graduate level, multi-disciplinary specialization in estate planning, obtained in addition to already recognized professional credentials within the various disciplines of estate planning. The AEP® designation is available to actively practicing attorneys (JD) and Certified Public Accountants (CPA), and other specific designated professionals. It is awarded by the National Association of Estate Planners & Councils to recognize estate planning professionals who meet stringent requirements of experience, knowledge, education, professional reputation, and character. An AEP® designee must embrace the team concept of estate planning and adhere to the NAEPC Code of Ethics, as well as participate in an annual renewal and recertification process.

"I'm honored to receive this designation," said White. "Estate planning is complex and multifaceted and each person's estate planning goals are unique. In addition, there has been and will continue to be tax legislation that impacts estate planning decisions. As an Accredited Estate Planner® who puts clients' goals first, and as a CPA also understands the tax impacts of those goals and the future complexities of administering that estate, my passion and commitment is in helping people navigate that journey."

**JOHNSON NAMED SCORE DISTRICT DIRECTOR**

Julie M. Johnson, Mina, SD, has been named the new South Dakota SCORE District Director. Johnson, a licensed SD attorney, registered lobbyist at the SD Legislature, and small business advocate has a deep understanding of the SD's small business, economic, and community development issues.



*Johnson*

Throughout her career, including being part of a family-owned business, Johnson has provided support to small business and entrepreneurship, workforce, visitor, downtown, housing and many other economic issues in South Dakota and beyond. She formerly held positions as SD Secretary of Labor and as Secretary of Revenue, as well as the President of the Industry and Commerce Association of South Dakota, now known as the State Chamber of Commerce and Industry. Upon her return to north central SD after years working in Pierre, Johnson led a growth initiative for Aberdeen called "Absolutely!Aberdeen", and "Prairie Vision", its regional development arm.

Previously, Johnson served as a SCORE volunteer business mentor as well as with StartHub; BIG Idea; Governor's Giant Vision; Northern State University's Center for Creativity, Entrepreneurship and Innovation; FBLA; and, other business development efforts in the state. Johnson also taught higher education courses on Business Law, Business Communication, Business and Professional Speaking and several others.

In her role as South Dakota SCORE District Director, Johnson is responsible for overseeing SCORE operations across the state, increasing public awareness of small business resources, and recruiting eligible volunteer SCORE mentors to navigate owners in starting and growing small businesses. She can be reached at Julie.johnson@scorevolunteer.org or 605-280-3642.

**LSS RECEIVES LONG-AWAITED GIFT**

Several local businesses in Aberdeen have come together to support Lutheran Social Service's New Beginnings Center by donating and building two new basketball courts on-site.

Involved local businesses include My Place Hotels of America, Legacy Builders, Legacy Management, Jensen Rock & Sand, MP Technology, Steel Structures, RDO, Campbell's Town and Country, Stan Houston, B&B Contracting, and New Life Fellowship. A ribbon-cutting ceremony was held on Tuesday, August 18th from 4-5 p.m. to celebrate the new basketball courts.



# WE'RE HERE TO HELP!

Wondering who to call with a question at the Chamber? While anyone in our office can assist you – here are the best people to contact depending on what you need!



## **gail** PRESIDENT

If you have any specific questions on our organization, its Board of Directors, Program of Work, staff, policies or positions, you'll want to reach out to me. I also do my best to keep you informed and educated through Community Affairs Luncheons, Legislative Cracker Barrels, Candidate Forums, Aberdeen Day, weekly email correspondence, and the Chamber's website. I also facilitate the Leadership Aberdeen program and Leadercast, and can get you involved in committees and programs that focus on transportation and military/veteran issues.



## **lisa** MARKETING & COLLABORATION

If you are as committed to promoting and marketing our community as much I am, and have an opportunity for us to consider, please give me a call as I manage marketing funds from the City. Plus, I'll help you promote your business and opportunities of interest to our members through our PROGRESS Magazine, the Membership Directory, The Official Guide, and other Chamber resources. If you are interested in participating in hands-on committee work through the Ag committee, Workforce & Education, Enhance Aberdeen, or Health & Wellness, I would love to get you involved in their events and efforts too!



## **bea** MEMBERSHIP & ENGAGEMENT

If you're looking to join the Chamber, have questions on your membership benefits, want to host a ribbon cutting or groundbreaking, or want to host or sponsor a Business After Hours mixer, I'm here to help. Plus I would love to get your business and your employees engaged through the committees I manage that focus on networking and community outreach, such as Ambassadors, Diplomats, or through the EDGE for young professionals. I also assist with the Leadership Aberdeen program, the Chamber's awards events and 1 Million Cups as well!



## **stacie** FINANCE & ADMINISTRATION

If you have questions on a Chamber invoice, need to make a payment on your account, or need to bill us for services you have provided, I'm the one handling all accounts receivable and payable for the Chamber. Plus, I'll get you set up to accept the Aberdeen Gift Card or do an update at your business.



## **dawn** OUTREACH & EVENTS

If you have updates to your business profile such as phone, address, or employees, I'm here to help. I'm also happy to get you registered for Chamber events and will be the one sending you committee meeting notices! If you need relocation information for interviewees or new employees, I would love to put those packets together for you. Plus, I'll take your gift card orders and have them ready for you to pick up!

#TogetherWeRally

# Aberdeen, it's time to rally back!

## Looking for something to do?

Get out and enjoy our community.

Check out what's going on by visiting [www.visitaberdeensd.com](http://www.visitaberdeensd.com)  
[www.facebook.com/groups/ThingsToDoInAberdeenSD](https://www.facebook.com/groups/ThingsToDoInAberdeenSD)

# Aberdeen Area Community Foundation Makes Over \$100,000 in Grants



## Patrick Gallagher

*Executive Director,  
Aberdeen Area  
Community  
Foundation &  
Community  
Development  
Coordinator, South  
Dakota Community  
Foundation*

Through July 31, the Aberdeen Area Community Foundation granted more than \$100,000 to local organizations. Thanks to two opportunities, AACF has been able to have a major impact on area organizations' efforts to address the COVID pandemic.

In March, the Knight Foundation committed \$225,000 to partner with the AACF in the AACF Knight COVID Sub-fund. Through this partnership, the AACF has already committed \$65,000 to area efforts, starting with a lead gift of a \$40,000 to the United Way of Northeastern South Dakota's COVID-19 Response Fund. AACF also awarded \$10,000 to the Avera St. Luke's Foundation to offer touchless thermometers to local organizations. The Boys & Girls Club received \$10,000 to provide meals to members during the summer. A \$5,000 grant to 1 Million Cups assists its COVID-driven transition to online presentations. The Northeastern South Dakota Area Health Education Center received \$5,000 for telehealth training for mental health professionals. Requests continue to be considered.

As a partner with the South Dakota Community Foundation (SDCF) through the Community Savings Account program, AACF was eligible for SDCF's matching grant program for COVID-related grants. Altogether, AACF awarded four organizations \$8,000, which was matched by SDCF. These included grants of \$1,500 each to the Salvation Army and Boys & Girls Club. In addition, Northern State University received \$4,000 and Presentation College \$1,000 to support students impacted by the virus.



Other AACF grants include:

- BIG Idea Competition, \$1,000, to upgrade online submission platform
- Fallout Creative Community, \$5,000, for the Fallout Creative Community Center
- Aberdeen Area Humane Society, \$5,000, for its new animal shelter
- Salvation Army, \$3,400, for a large cooler for food donations
- Aberdeen Development Corporation, \$5,000, for art at Malchow Plaza
- GROW South Dakota, \$2,000, for low-income emergency financial assistance
- Aberdeen Catholic School System, \$5,000, to renovate the athletic track at Roncalli Junior/Senior High
- Bath Bulldogs youth baseball team, \$1,000, for equipment

Operated by a local board of volunteers, the AACF was established in 1984 to create a long-term funding source for charitable causes in our area. More information can be found at [www.aberdeencommunityfoundation.com](http://www.aberdeencommunityfoundation.com).

Even those with toughened hands and hearts need someone to talk to.

Extreme weather conditions, machinery breakdowns, a volatile ag environment, long hours that prevent time with family and lowered income all cause frustration.

Avera is a 60-year leader in behavioral health services, offering Farm & Rural Stress Hotline for symptoms of sadness, anxiety, hopelessness, overwhelming feelings and more. It's free, confidential and available 24/7.



**FARM & RURAL  
STRESS HOTLINE**

**1-800-691-4336**

**Avera** 

# Open Board Positions

The Aberdeen Area Chamber of Commerce is seeking applications for three open board positions on the Board of Directors beginning January 1, 2021.

Some benefits of serving on the board include:

- A rewarding experience
- Allows you to contribute to the growth of our organization & the Aberdeen community
- Develop 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 & overall performance; and to provide the President the resources needed 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 [www.aberdeen-chamber.com/91/Board-of-Directors](http://www.aberdeen-chamber.com/91/Board-of-Directors) or send us an email request at [info@aberdeen-chamber.com](mailto:info@aberdeen-chamber.com). Applications are due November 1, 2020. All applications will be reviewed and personal interviews will follow. If you have any questions regarding the role of a board member, please contact Gail at 605-225-2860.

Thank you to our board members departing at the end of the year: Julie Fischbach, Jeff Poppen and Dawn Williams for their service & commitment to our organization & community.



**Julie Fischbach**  
Mainstream Boutique



**Jeff Poppen**  
Sanford Health



**Dawn Williams**  
SD Dept. of Labor



# Chamber Big Dates

## Ag Committee

Thursday, September 17, Noon, TBD  
Thursday, October 15, Noon, TBD

## Ambassador Committee

Tuesday, September 8, Noon, TBD  
Tuesday, October 13, Noon, TBD

## Candidate Forums *See page 16*

Monday, September 14 through Wednesday, September 16, Various Times, Via Zoom

## Chamber Board Retreat

Wednesday, September 16, 11:30 am, Best Western Ramkota

## Chamber Executive Board

Thursday, September 10, 8 am, Chamber  
Thursday, October 8, 8 am, Chamber

## Chamber Full Board

Wednesday, October 21, 8 am, TBD

## Dementia Friendly America

Wednesday, October 21, 10 am, Via Zoom

## Diplomat Committee

Thursday, September 10, 3 pm, Chamber  
Thursday, October 8, 3pm, Chamber

## Enhance Aberdeen Committee

Thursday, September 3, 4 pm, TBD

## Health & Wellness Committee

Wednesday, September 2, 8 am, Via Zoom  
Wednesday, October 7, 8 am, TBD

## Leadership Aberdeen Graduation

Thursday, October 1, 5 pm, Via Zoom

## Membership Week

September 21-25

## Workforce & Education Committee

Wednesday, September 16, 3:30 pm, TBD  
Wednesday, October 21, 3:30 pm, TBD

## AAUW/DKG ANNUAL USED BOOK SALE

Book donations accepted through September 7th  
only at the Railroad Depot on North Main Street.

NO MAGAZINES, ENCYCLOPEDIAS, TEXTBOOKS OR READER'S DIGEST CONDENSED

Bins for books are located on the south side of the depot.

Book sale will be held at the Depot on: Thursday, September 10, 10am - 7 pm

Friday, September 11, 10am - 7pm

Saturday, September 12, 10am - 4pm

» Everyone will be asked to wear a mask «    » Info: Dee at 605-225-6713 «

# Book Sale



# Big Idea Competition Continues On in 2020



**Kelly Weaver**

*Regional Director,  
Small Business  
Development  
Center*

Some key tenets of entrepreneurship are perseverance and thinking outside of the box. BIG Idea, along with a lot of organizations, are flexing their entrepreneurial muscles as we look for creative ways to hold events during this pandemic period. As the 2020 BIG Idea Competition launches on September 1, high school students across South Dakota are invited to compete in this business idea competition with over \$30,000 in cash and scholarships to be awarded.

Students will be able to submit their business idea applications online from September 1 until October 31, 2020. The online application as well as various resources and examples can be accessed at the BIG Idea website: [www.BIGIdeaSD.com](http://www.BIGIdeaSD.com). For the optional marketing design competition, students can create an ad to support their business idea. This year there will be two special category awards for the best idea addressing Wellness and Agriculture Innovation.

Coordinator Kelly Weaver of the Small Business Development Center said, "Understanding the basics of business is important to students, regardless of their career path. The BIG Idea Competition is a great way for students to learn about those business basics. For those students interested in pursuing a business, we can connect them with resources and mentors to help further their entrepreneurial growth and business success. With a virtual final event this year, we are excited about considering the new possibilities that opens up."

Applications submitted by the October 31, 2020

deadline will be reviewed and ranked by judges across the state. The eight (8) top scoring entries will be invited to the final competition and will make a presentation for the final judging component. The top three applications will receive cash awards of \$1,000, \$500 and \$250, respectively. Remaining finalists will receive \$100 each. College scholarships to Northern State University, Presentation College and SD School of Mines & Technology will be awarded as well. One winner will be chosen from among all the marketing design entries as well as each of the special categories. Prizes for these three awards are a \$500 cash prize and a \$500 scholarship to Northern State University.

The final competition and awards event is set for Wednesday, December 9 in a virtual format. Student finalists will make their presentations in the morning. All finalists and award winners will give an elevator pitch of their business idea prior to awards being announced. Details are still developing on the keynote for the event.

Since inception in 2007, the BIG Idea Competition has involved nearly 3,800 students from 96 schools. The competition is open to all high school students in the state. Past winners, sponsors, and competition guidelines can be found at [www.bigideasd.com](http://www.bigideasd.com). Questions regarding BIG Idea can be directed to Kelly Weaver of the Small Business Development Center at (605) 626-2565 or [kelly@growsd.org](mailto:kelly@growsd.org).

## NSU Distributes CARES Act Grants, Creates Student Emergency Relief Fund

Northern State University is helping students impacted by the COVID-19 pandemic any way it can – including finding ways to provide financial assistance.

One method of financial help was provided through the Coronavirus Aid, Relief and Economic Security Act. Northern received \$329,889 in CARES Act funding to be awarded to students, said NSU Director of Financial Aid Sharon Kienow. Nearly all of the funds have been disbursed to 274 students, Kienow said.

The NSU Foundation has also created a Student Emergency Relief Fund to assist students impacted by COVID-19 or other emergencies. Through this fund, the NSU Foundation has provided nearly \$200,000 in emergency funds for more than 100 Northern students. This fund is made possible thanks to gifts from the university's generous donors. To make a contribution, visit the NSU Foundation Giving webpage, or contact the Foundation at 605-626-2550 or [nsualumni@northern.edu](mailto:nsualumni@northern.edu).

For both funds, grant money can be used by eligible students for college-related expenses including tuition and fees, course materials, housing, meals, technology, health care and child care.

"Our main goal is for our students to have the best educational experience possible, and we know it's difficult for students to do that when they have financial concerns," said NSU President Dr. Tim Downs. "We're thrilled that we're able to help our students this way, so they can continue to focus on their studies and stay on track with their college experience."

To learn more about funding available for Northern students, contact NSU Financial Aid at 605-626-2640 or [finaid@northern.edu](mailto:finaid@northern.edu).



*northern State university*

# COVID Can't Ruin Our Holiday Spirit!

With the ongoing state of pandemic uncertainty, it's difficult to plan for much of anything these days. However...there is something ALL brick-and-mortar businesses CAN do that we KNOW is going to happen – the annual business holiday lighting contest! The Chamber's Enhance Aberdeen Committee will be hosting this event once again this year. Finally something you can do where you don't have to consider social distancing or hand sanitizer! September and October are perfect months to plan what your business is going to do to light up the Hub City this holiday season. Let's rally together around creating a festive atmosphere in our community to give everyone a much-needed morale boost!

Judging will be based on lights and decorations, inside or outside, that can be seen from the street during a drive-by judging. So make a plan, shop local for your lights and decorations, and make sure to call the Chamber before December 2nd to let us



*Aberdeen Housing Authority - 2019 Holiday Lighting Contest Winner*

know you'd like us to consider your business for the fabulous prize package up for grabs: \$300 Aberdeen Gift Card, courtesy of JDH Construction; a \$150 lighting allowance; one half page ad space in any 2021 Progress magazine; and the coveted traveling trophy, so your business can display bragging rights for the next 12 months!

If you have any questions, please contact Lisa at the Chamber at [lisa@aberdeen-chamber.com](mailto:lisa@aberdeen-chamber.com) or 605-225-2860.



**Lisa Anderson**  
*Marketing & Collaboration,  
Aberdeen Area Chamber of Commerce*

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

# PEACE OF MIND FOR YOUR BOTTOM LINE.



**Carol Sommers**  
Insurance Plus  
(605) 225-4270  
405 NW 8th Avenue  
Suite 204  
Aberdeen, SD  
[carols@ins-plus.com](mailto:carols@ins-plus.com)

An Authorized  
Independent  
Agent for



Wellmark Blue Cross and Blue Shield of South Dakota is an independent licensee of the Blue Cross and Blue Shield Association.

W-2019554 08/18

# Criminal Background Checks and Employment Discrimination



**Kim Dorsett**  
Partner,  
Richardson,  
Wyly, Wise,  
Sauck & Hieb

How many employers in the Aberdeen area exclude candidates from jobs due to a criminal conviction? What about excluding candidates with a criminal arrest or expunged conviction? If you are an employer who automatically excludes candidates based upon an arrest or criminal conviction without any further consideration, be wary. Amazon is learning the hard way that a hardline policy on criminal backgrounds can land you in litigation. In 2016, the company implemented a stricter background check policy for subcontracted delivery drivers. As a result of the change, several existing drivers, many of whom were black and Latino, became ineligible for continued employment due to criminal offenses previously overlooked and despite satisfactory performance records. Several of those drivers brought suit, so Amazon is defending itself in a class action lawsuit for racial discrimination that many legal analysts think it will lose.

To be clear, there is no federal law that bans employers from refusing to hire an applicant because of the results of an accurate background check or based on criminal convictions. However, Title VII of the Civil Rights Act prevents discrimination on the basis of race, religion, gender, national origin, and other protected classes. Because more people of color are convicted of crimes, a blanket rule by an employer banning hiring because of a previous criminal conviction may violate discrimination laws.

Yet, further complicating this issue is the concern that employers can also face legal liability for hiring a worker with a criminal background who later offends against a customer or co-worker. What is an employer to do?

The Equal Employment Opportunity Commission (EEOC) has issued guidance explaining what factors an employer can consider

when taking adverse action because of a criminal conviction. These include: (1) the severity of the criminal offense; (2) how long ago the offense occurred; and (3) the job duties of the prospective employee. Additionally, arrests or expunged convictions cannot be used to disqualify a candidate from employment or used to terminate an employee. If your business has decided background checks are necessary for your business, here are some additional steps that should be taken before implementing them:

1. Have a consistent policy.

Develop an objective check list or clear flow chart so everyone knows which steps to complete and at which point. Incomplete or inconsistent background check processes can cause legal issues, especially if you are only applying some steps to some candidates.

2. Get legal advice.

Information gathered during a background checks can be sensitive and, in some states, you are not able to gather certain information as part of a background check. Talk to a lawyer to make sure your background check process does not cause you legal issues.

3. Give candidates a chance to clear up any misunderstandings or explain the information gathered.

Information obtained through background checks can be incorrect. Giving candidates a chance to review information can help you save a great candidate that could have been excluded incorrectly. Additionally, in order to properly apply the EEOC factors, candidates should be allowed to explain any criminal offense on their record. Before any adverse action is taken based upon information gathered, it is best to get legal advice first.

4. Use background check services that are FCRA compliant.

The Fair Credit Reporting Act (FCRA) is clear on what you can and cannot do as part of a background check with regard to credit information. Be familiar with this law and apply it consistently, or get legal advice first.

5. Keep All Information Confidential.

Critical information will often come up in the most mundane steps of the background check. Make sure that hiring managers take the process seriously, that they pay attention to the valuable information obtained, and keep it all confidential.

The clear take away on employee background checks is that they are often necessary in order to keep an employer from being sued, but such checks done incorrectly can also result in the employer being sued. It is best to have legal advice through each step in the process.





# South Dakota: Small World, Big Family

South Dakota is a special place. We all know that. It's where we choose to live, work and raise our kids. It's where we call home and are surrounded by the people we love, our family.

I was out in the Black Hills visiting with folks recently. On my way home to Fort Pierre, I stopped in Philip, as I often do, to grab coffee and see a few familiar faces.

Near the end of our visit, I was stopped by a lady who asked, "You're that Rounds guy, aren't ya?" I said, "Yes, I'm Mike." She told me her name was Lynn and she was from Cavour, a small town outside of Huron. Lynn said her uncle was the late state Representative Bob Glanzer. Bob was my brother Tim's seatmate in the South Dakota legislature until Bob's tragic death earlier this year. He was an honorable man and his perspective will be missed in the state legislature. Lynn told me she often enjoys getting together with my cousins while camping so she figured she would stop and say 'hello'. It's a "small world" in small town South Dakota.

As we made our way out the door and to our cars, Lynn was joined by the two ladies traveling with her. I asked "Where are you guys heading?" They were headed home because the next day they'd be going to Aberdeen to attend the National Guard welcome home ceremony. I said, "Well you must be going to the welcome home for the 1-147th. I'll be there, too."

That's when I was introduced to Lindsey

Friedrichsen, but she won't be a Friedrichsen for long. Lindsey told me that she was looking forward to welcoming home Specialist Brandon Haber, who left for his ten-month deployment to Europe as her long-term boyfriend. In a lot of cases when folks get deployed, life all but stops for their loved ones back home. But there's one thing a deployment cannot stop, and that's love. In this case, Specialist Haber certainly didn't let it stop him. During Lindsey's visit to see him in March, Brandon got down on one knee in front of the Neuschwanstein Castle in Germany and asked her to marry him— a setting fit for a fairytale.

When you activate the National Guard in South Dakota, you not only activate the unit, you activate the community and an entire state. In South Dakota, we're all so tightly woven together in this "small world" that it feels like we're part of one big family. Just like a family, we experience the ups and downs of life together. When we lose good people like Bob Glanzer, we cry together. When we see kids like Brandon and Lindsey get engaged, we feel overjoyed together. And when our troops come home from a tour overseas, we all breathe a sigh of relief together.

Maybe I'm biased, but life doesn't get much better than living in South Dakota. In larger places like California, New York or DC, you don't come across genuine "small world" connections like you do in South Dakota. I'm so proud to call this state my home and be part of this big family.



**Mike Rounds**  
US Senator  
(R-SD)

# The Patient Got the Win This Week

With all eyes focused on the pandemic, whether or not kids will head back to school in August, and concerns about unemployment, it's easy to miss the wins of the week.

Prescription drug pricing has been an on-going conversation since I stepped foot in the halls of Congress last year, and this week the administration took positive action towards securing lower costs for Americans on prescription medication.

This week the Trump administration announced that for the first time, seniors requiring insulin will have the freedom to choose from a broad set of insulin prescriptions that cost less than \$35 a month. Medicare Part D premiums are at their lowest levels in years and Americans will save 66% annually on their out-of-pocket costs for insulin because of this fix.

Prescription drugs saw their largest annual price decrease in over half a century in 2018, but there's more to be done.

The United States continuously foots the bill for other countries when it comes to prescription drugs. America often pays an 80% markup for many prescription drugs when compared to other

developed nations. This week, President Trump issued an Executive Order ensuring the United States will pay the lowest comparable price for all Medicare Part B drugs.

The administration also took action to ensure prescription discounts are passed on to the patient – right now, pharmaceutical middlemen often negotiate prices down and receive a "rebate check" while the consumer is still left to pay full price. Solving this issue could save Medicare patients billions of dollars.

There are a number of solutions to solving our prescription drug pricing problem and the administration's actions are a solid start. As a lead cosponsor of H.R. 19 – a bill focused on slashing the cost of prescriptions for patients – I know there is more Congress can do. H.R. 19 would end the abuses of our drug patent system, cap seniors' out-of-pocket drug expenses, and increase drug pricing transparency both in the doctor's office and at the pharmacy.

The patient got the win this week – I'll keep fighting for lower prescription costs for all Americans.



**Dusty Johnson**  
US Representative  
(R-SD)

# Avera Gift will Honor Longtime NSU Coach



A significant gift from Avera to Northern State University will strengthen the organizations' ties – and honor a longtime NSU coach and athletic director.

Thanks to Avera's recent donation, the fitness space on the top floor of the NSU Barnett Center will now be named the Bob Olson Strength and Conditioning Center. Olson,

who retired in 2012 after a 37-year career at Northern, previously served on Avera's Board of Directors.

The gift also extends Avera's agreement with NSU Health Services through 2034. Health Services is housed in Northern's Student Center, and this

building will now be named the Avera Student Center.

"Bob was on our Board for eight years and helped lead us through challenging times. He is one of us and part of the Avera family. It's an honor to recognize the impact he has made at both of our organizations with the Bob Olson Strength and Conditioning Center," said Todd Forkel, Avera St. Luke's CEO and Regional Vice President. "We look forward to continuing our relationship with Northern."

In addition, the Avera gift includes support for the Educational Impact Campaign (EIC). The EIC includes the South Dakota School for the Blind and Visually Impaired, including the newly opened SDSBVI; the completed Athletic and Recreation Fields; and the NSU Regional Sports Complex, which began construction this spring.

NSU President Dr. Tim Downs said Northern and Avera are two of the region's longest-running organizations, and he's thrilled they can expand their community partnership. The partnership affirms a shared goal of assuring Aberdeen remains a strong and sustainable community.

"Avera, like Northern, is such an important asset for northeast South Dakota," Downs said. "We appreciate all of the support Avera provides us, especially for our students."

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# The Work Goes On

While the Senate continues to carefully monitor the implementation of our COVID relief efforts, listen to and learn from states and communities, evaluate where future health and economic assistance might be required, and develop targeted proposals to help those in need, we're also focused on other issues that are important to the American people. We can walk and chew gum at the same time, as the old saying goes.

This summer, the Senate approved its version of the National Defense Authorization Act, which supports our military men and women and their families, passed the Great American Outdoors Act, a major lands bill that will help clear maintenance backlogs at national parks in South Dakota, and confirmed executive branch nominations and lifetime judicial branch nominations to federal benches around the country.

We've also continued a lot of the behind-the-scenes committee work that vets nominees and prepares legislation for future consideration on the Senate floor. I serve on the Finance Committee, Agriculture Committee, and Commerce Committee, and I'm the chairman of the Subcommittee on Taxation and IRS Oversight and the Subcommittee on Communications, Technology, Innovation, and the Internet (CTII).

Also this summer, I convened a pair of hearings at the CTII subcommittee, which is the only subcommittee that's comprised of every member of the full Commerce Committee. The high interest in serving on the subcommittee is a testament to its focus on a wide range of issues that affect Americans in every corner of the United States,

especially South Dakota.

For example, bridging the digital divide is critical for rural America, and it's something I've been fighting to accomplish for years. While the divide has gotten smaller, there's still more work to do, which is why one of my CTII hearings focused on the public and private sectors' coordinated effort when it comes to federal spectrum management.

Think of "spectrum" as the airwaves over which information flows to and from internet- or Bluetooth-connected devices. Without effective spectrum management, the race to 5G becomes far more difficult, and rural America ultimately ends up paying the price. This issue will continue to be at the forefront of my subcommittee's agenda.

I also convened a hearing to examine a bipartisan bill I helped introduce, the Platform Accountability and Consumer Transparency (PACT) Act, which would help strengthen online platform transparency when platforms like Facebook or Twitter moderate content posted by their users. The PACT Act would also hold large technology companies accountable for illegal content or material that violates their own policies. At its core, the PACT Act is about providing digital consumers with the online control and protection they deserve.

Continuing the nationwide battle against the coronavirus will undoubtedly be one of Congress's top priorities this year, but, as you can see, we've got a lot of important issues on our plate. Regardless of what's in front of us in Washington, though, I will always fight for South Dakota's values and put the interests of our state ahead of everything else.



**John Thune**  
US Senator (R-SD)




a little bit of everything

## AAHS 2ND P&W SALE

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\* **First Pick Friday: October 2, 2020 6pm-7pm**  
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Sept 20 from 1 PM to 4 PM  
Sept 21-25 from 3 PM to 7 PM  
& Sept 26-27 from 1 PM to 4 PM

\*No clothing, large appliances, magazines, encyclopedias, metal desks, exercise equipment or old TVs accepted\*

Questions? Contact: Christa, 605-228-4749

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  - o Airfare is not included in this Grandview 3-Day getaway package.
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  - o (Beef will be processed in January)



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(Drawing to be held at SPURS December 15<sup>th</sup> 2020 OR when all 500 tickets have been sold. (Must not be present to win))

# Parks, Rec & Forestry is Your Fall Fun Headquarters

The Aberdeen Parks, Recreation and Forestry Department have been busy making plans for a wide variety of fall activities. The fall/winter brochure will be distributed in the Aberdeen American News on Saturday, September 5 and also is posted online at [www.aberdeen.sd.us/parksandrec](http://www.aberdeen.sd.us/parksandrec). Once again, online registration is available to sign up for classes. Plans are still in place to offer many of regular classes, but due to COVID 19 concerns, some changes have occurred. Also, some programs and special events have been cancelled. Changes still may occur due to the COVID 19 situation.

The Department offers many programs for youth of all ages. The Aberdeen Recreation and Cultural Center (ARCC) offers an extensive listing of youth classes such as Me & My Shadow, Pumpkin Painting and Pottery Pals, just to name a few. In addition, the ARCC Dance Program offers classes for all ages. This award-winning program has an extensive listing of dance styles ranging from ballet, tap, modern and jazz to Acro Dance. Skating lessons and recreational



skating are still planned for the fall.

The Community School of Music offers private instrument lessons for most band instruments, an extensive strings program and voice lessons for youth up through adults. The Visual Arts School offers a unique opportunity for development of artistic appreciation, artistic skill and knowledge. This is for students grades 1-2, 3-4, 5-6 and 7-12.

Adults are not left out! Adult volleyball and basketball leagues are being formed, along with recreational skating. There are many fitness & wellness classes such as Women's Morning Exercise and Walk for Health. The ARCC offers adult dance program classes as well as adult & teen classes in the areas of pottery, glasswork, paint, paper & pen, fiber arts and special interest classes. Dog obedience classes are extremely popular as are the social dance classes, including Beginning Line Dance for Seniors and Country Two Step.

The Aberdeen Area Senior Center has a wide range of weekly and monthly activities like Technology Club, Vet's Coffee Hour, Creative Fun and Card Making Made Easy. There are also many special events planned. Not all activities are going yet due to COVID 19 concerns, but hopefully will begin soon. If you are 50 and over this is the place to become involved!!

The YAPatorium Teen Center provides a great place for teens to enjoy. We encourage youth ages 11-17 to come check out all the activities happening here! Give the Skate Park a try too!

A couple special events planned for the Fall have been cancelled. They include the Haunted Forest and the Holiday Celebration for Youth. Winterfest - A Winter Arts Festival is still scheduled for November 21 and 22.

A walk through one of our many parks, a bike ride on our miles of trails and time at the Kuhnert Arboretum is a great way to enjoy the Fall. Check out the Fall/Winter Brochure and sign up for one of the many programs. Fall fun begins with the Aberdeen Parks, Recreation and Forestry Department!

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# Honored to Serve and Know the People

Having started my duties as City Manager on June 22nd, I wanted to utilize this first article to introduce myself. I was born and raised in Maryville, Missouri and have two degrees from Northwest Missouri State University. The first several years of my career were spent in higher education and non-profit management. While my goal as an undergraduate student in public administration was to be a city manager, it took a while for that seed to grow. My first public management position was Parks Administrator in Sebastian County, Arkansas. After a few years of mentoring under a seasoned administrator, I began my first city administrator role in Woodbine, Iowa, population 1,459. That was quite a difference from Sebastian County where the population was a little over 120,000. Initially there was a little culture shock, but it was minimal. I truly enjoyed being back in the rural Midwest and also purposely wanted to start in a small town to gain some experience before moving to a bigger city. That goal became reality as I have since progressed to Chariton, Iowa and then Dickinson, North Dakota before arriving here.

Time is moving quickly and I have been very busy since arriving here, as is to be expected. The focus the first few weeks was to work with staff in preparing the 2021 budget and getting to know our operations. I have since been able to do more community outreach and continue to meet many great people. And that is the most enjoyable part for me. The reason that I work in local government is to be able to serve AND know the people. That is one of the reasons I love this job so much.

A question that is often asked is "Why did you want to come to Aberdeen?" That is a question that has many answers and layers. When deciding to apply for a position, it starts very with some very boring criteria such as location, size, and demographics. Once I applied, then some basic work/life type of evaluation occurred. What is the makeup of the City Council and staff? What educational opportunities exist? What is the housing market? What recreational opportunities exist for when I am not working? And if a candidate is fortunate enough to be granted the opportunity to come for an interview, that is where things get real. Seeing the community, meeting the staff, Council, and community members. It is important to point out that looking at this role, it was important to ask myself if I see myself living and working here. That's not always a

positive answer. But in this case it was an obvious and astounding "yes" at every junction of the search. There was never any doubt in my mind that Aberdeen is a great city.

Outside of work I enjoy being outside, kayaking, walking, and grilling on my wood pellet smoker. I have also been known to buy fixer-upper houses and doing lots of projects before and after moving in. That is not the case here and I look forward to moving into the house I recently purchased in the next couple of weeks, after a little painting that I just couldn't resist doing.

Since my arrival the outreach and support from the community has been great. I meet new people every day who love this community and look forward to that continuing. As I close this first article, I want to state that I believe the City Manager should be very active in the community. I truly believe it is important to work AND live here. I welcome opportunities to meet folks and visit our businesses and community organizations. Feel free to reach out to me if you would like to meet and discuss any issues. I truly look forward to meeting all of you.



**Joe Gaa**  
Aberdeen  
City Manager

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# Women Owned Small Business (WOSB) Federal Contracting Program



**Lisa Claassen**

*Business*

*Opportunity Specialist,  
US Small Business  
Administration,  
SD District Office*



**Michelle Kane**

*Director, SD CEO  
Women's Business  
Center*

The U.S. Small Business Administration (SBA) Women-Owned Small Business (WOSB) Federal Contracting Program has begun accepting a free online certification application for the Women Owned Small Business (WOSB) and the Economically Disadvantaged Women Owned Small Business (EDWOSB) Program via <https://beta.certify.sba.gov/>.

The current self-certification process will remain available for firms until October

15, 2020, in [certify.sba.gov](https://certify.sba.gov). Firms can now submit applications for initial processing and after October 15, 2020, SBA will begin issuing decisions on certification.

To help provide a level playing field for women business owners, the government limits competition for certain contracts to businesses that participate in the women's contracting program. These contracts are for industries where women-owned small businesses (WOSB) are underrepresented. Some contracts are restricted further to economically disadvantaged women-owned small businesses (EDWOSB). The SBA

maintains a list of those eligible industries and their NAICS codes: [www.sba.gov/document/support--qualifying-naics-women-owned-small-business-federal-contracting-program](http://www.sba.gov/document/support--qualifying-naics-women-owned-small-business-federal-contracting-program)

If there are any questions about SBA's WOSB/EDWOSB certification, please contact Lisa Claassen at 605-330-4243 x28 or [lisa.claassen@sba.gov](mailto:lisa.claassen@sba.gov).

Why should your business consider WOSB certification?

"Even if you are not actively looking to bid on Federal contracts now, the right opportunity may present itself so be ready! When we think bigger about our business, our business opportunities seem to grow," Michelle Kane, Director, SD CEO |Women's Business Center.

There is at least one Women's Business Center (WBC) in almost every state. South Dakota's is located on the campus at Black Hills State University in Spearfish and serves the entire state. The mission of the SD CEO Women's Business Center is focused on helping aspiring entrepreneurs launch new ventures, current business owners grow their business as well as provide workforce development training in all aspects of business ownership including business plan creation, marketing strategies, competitive analysis and more.

As a resource partner of the SBA, SD CEO also provides free and confidential business advising via phone or Zoom and where possible, in person. Appointments can be scheduled by contacting Michelle Kane at [michelle.kane@bhsu.edu](mailto:michelle.kane@bhsu.edu).

## Annual New Faculty Luncheon Welcomes Teachers

On Monday, August 10, 54 teachers & faculty were welcomed to their new positions within Aberdeen's many education systems, from Kindergarten through higher & adult education. Although the event looked and felt a little different than other years because of COVID-19, the annual New Faculty Luncheon was a lesson in adapting to the situation and making it as safe and comfortable as possible for all attendees.

Members of the Chamber's Workforce & Education Committee believed it was important to keep this event going and were committed to making it happen. Speakers included Dr. Tim Downs (Northern State University), Sydney Gelling (Holgate Middle School), Shelby Roso (Boys & Girls Club of Aberdeen Area) and Mayor Travis Schaubman.

Many thanks to our presenting sponsor, Area Federal Credit Union, and the many supporting sponsors who provide the lunch at no cost & gifts for the new teachers: 3M Company, Bantz, Gosch & Cremer, Budget Furniture, Century Business Products,



CorTrust Bank, Dairy Queen of Aberdeen, Danger von Dempsey's Pizza & Brewhaus, Dental Center, Domino's Pizza, Erickson & Associates, First United Methodist Church, Great Lakes Educational Loan Services, HealthCare Plus Federal Credit Union, Mark Mehlhoff Insurance, Northern State University, NorthWestern Energy, Plains Commerce Bank, Sanford Health, Twist Cone, US Bank, Wireless World & Your Educated Mind. Door prizes furnished by Colorful Creations, Dental Center and the City of Aberdeen.



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