



SPEARFISH ECONOMIC DEVELOPMENT CORPORATION

BUSINESS NEWSLETTER

Volume 7, Issue 5 | May 2022

SEDC Presents 2022 Emerging Business Achievement Award



**Creekside Bean & Vine was presented with the
SEDC award during National Small Business Week**

Creekside Bean and Vine was awarded the annual *Emerging Business Achievement Award* by Spearfish Economic Development Corporation (SEDC) on Thursday, May 5. Members of the SEDC Board of Directors, SEDC staff and other community leaders were on hand to present the business owners and staff with the special recognition. The presentation was held in conjunction with National Small Business Week.

The *Emerging Business Achievement Award* was created by SEDC in 2020 to honor start-up businesses that demonstrate successful business practices, practice civic engagement, and partner with other businesses in the Spearfish community. “We are pleased to celebrate Creekside Bean and Vine’s dedication to innovation and the entrepreneurial spirit,” stated SEDC Executive Director Kory Menken. “It has been rewarding to work with them from the beginning and to witness their continued success.”

Located along Spearfish Creek in the Granary District of The Village at Creekside, Creekside Bean and Vine has been serving Spearfish and the surrounding area since 2019. Founded by sisters Vicki Furnish and Kelly Klein, as well as Vicki’s daughter and Kelly’s niece Megan Irwin, the family-run coffeeshop and wine bar places high value on the importance of community.

“We are honored to be part of a thriving small business community in Spearfish,” said Furnish. “We have enjoyed developing partnerships with so many other businesses and organizations whether it be the use of our space for special events such as private parties, community meetings, classes, and workshops or for featuring local artists and growers to provide excellent fresh coffee, food, and wine. We are all about making this a space that oozes the community feel of Spearfish!”

“On behalf of the team at Creekside Bean and Vine, we thank SEDC for choosing us for the *2022 Emerging Business Achievement Award*,” Furnish expressed.

To be eligible for the annual SEDC *Emerging Business Achievement Award*, businesses must be located in Spearfish and have been in operation full-time for no more than three years. The award joins the *Award of Excellence* and the *Spirit of Enterprise Award* (formerly known as the *Rising Star Award*) which are presented each year at the SEDC Annual Meeting in January. Past *Emerging Business Achievement Award* winners include DirtBags BikeGear and Antunez Cuisine.

Mayor Senden Declares Economic Development Week



Economic Development Week | May 9-13, 2022

During Monday's Spearfish City Council meeting, Mayor John Senden proclaimed May 9-13, 2022, as Economic Development Week.

"The City of Spearfish recognizes Economic Development Week and reminds individuals of the importance of this community celebration which supports expanding career opportunities and making lives better," Mayor Senden said during the first proclamation of his tenure, having been sworn in as Mayor shortly beforehand.



"Economic developers promote economic well-being and quality of life for their communities by creating, retaining, and expanding jobs that facilitate growth, enhance wealth, and provide a stable tax base," the proclamation states, adding, "Economic developers stimulate and incubate entrepreneurship in order to help establish the next generation of new businesses, which is the hallmark of the American economy."

Mayor Senden presented the proclamation to Kory Menken, executive director of Spearfish Economic Development Corporation (SEDC). "Thank all of you for your continued support of SEDC," Menken said following the reading of the proclamation.

*Written by
Alex Portal,
Black Hills Pioneer*

[View the Proclamation](#)

Groundbreaking for the Future Spearfish CTE Center



A groundbreaking ceremony was held for the future Spearfish Career & Technical Education (CTE) Center

Construction and school officials, and a couple high school students, marked the start of building the new career and technical education center for Spearfish High School during a groundbreaking ceremony. The \$15.35 million center is slated to open for the spring semester in 2023-2024.



Spearfish CTE Center Design, provided by Williams & Associates Architecture

The Spearfish School District will continue to offer its family and consumer science, business education, computer information technology, wood working and welding classes. Added will be a medical science program, computer lab where perhaps robotics and automation aspects can be added, building trades where students construct a home, automotive technology, and an additional classroom that will be a flexible use space. Superintendent Kirk Easton said that space can be used for additional classes and in particular instruction in tourism and hospitality, law and public safety, and other high-interest classes students select. The new classes stem from surveys completed by students.

"We are trying to prepare kids as best we can so they can go out and do anything they want to when they graduate," Easton said. "We, as a school district, are excited to bring more rigorous, hands-on learning opportunities to kids to explore more options for their career."

*Written by
Mark Watson,
Black Hills Pioneer*

[Read More Here](#)

Williams & Associates Architecture

Written by Cayley Schmitt | April 2, 2022

Jason Roberdeau is a principal architect at Williams and Associates Architecture in Spearfish.

After graduating with a master's degree in architecture from Montana State University, Jason returned to the Northern Black Hills and began working for Steve and Linda Williams in the basement of their Spearfish home in 1995. The couple had started their own architectural firm in Spearfish in 1993 after working with a firm in Colorado Springs for several years then deciding to move back to Steve's hometown to raise their family and, without any local architectural firms in the area, start their own business. After several years of working for the Williams' and becoming licensed, Jason and his wife Mindy became business partners with Steve and Linda. The two couples have jointly owned Williams and Associates since 2014.



Williams and Associates is responsible for many of Spearfish's most beautifully-designed buildings including Black Hills Community Bank, Black Hills Urgent Care, Countryside Church, Creekside Elementary, Knecht Home Center, The Village at Creekside Development (Creekside Bean & Vine and Sawyer Brewing Company), Jackson & Main mixed use building (Spearfish Brewing Company), The Barn at Aspen Acres, The Newman Center, as well as the Student Union, Meier Hall, Bordeaux Hall and the Jonas Science building renovation on the Black Hills State University campus. Work on the Pioneer Bank and Trust, the Spearfish School District Career and Technical Education (CTE) Center, and the Black Hills State University Library Renovation projects are currently underway.



WILLIAMS &
ASSOCIATES
ARCHITECTURE, INC.



SOUTH PERSPECTIVE RENDERING



Design of the Future Pioneer Bank & Trust in Spearfish

“Williams and Associates is a multi-disciplinary firm which provides a wide range of architecture services including healthcare, civic, education, hospitality, retail, general commercial and distinctive residential work,” explained Jason. “We have been able to adapt and adjust to a variety of building functions and types by teaming up with specialty consultants when working with clients and building typologies outside our field of experience.” Doing so has allowed the firm to expand their scope of work not only in regard to project type but also in project location. As of today, the Spearfish-based firm has completed roughly half of their work in the surrounding markets outside of Spearfish.

“No two projects are alike and therefore the work of an architect is full of variety,” said Jason. “Understanding a client’s space requirements and functional relationship, working with municipalities and government organizations, following building and zoning codes, knowing the principles of building science, working with consulting engineers, managing all stakeholders involved in a building project and working with construction teams are just a few of the activities I perform on a regular basis.”



Knecht Home Center of Spearfish, Designed by Williams & Associates

The architecture firm currently employs eleven staff members. “Our limit to the amount of work we do is largely driven by available staff to perform it,” Jason shared, expressing how maintaining a sufficient level of staffing has been a challenge. The biggest success to Jason as a business owner is “being able to provide a stable and meaningful job and career for our employees and their families.”

Jason believes that creativity comes from people who enjoy what they do and that those who are passionate, strive for excellence, and take pride in their work will be successful. “You have to enjoy what you do and the people you work with and then get up every day and work hard toward your goals and aspirations,” he advised. “Pursue your interests and creativity will follow.”



Design of the in-progress Black Hills State University Library Renovation

There is plenty of room for creativity in the field of architecture, and it is a line of work that is constantly evolving. “With so many new developments in the technology of how we design and ultimately evaluate and use a building, there is a lot of opportunity for growth.” Architecture is continually changing. However, one thing that will not be changing for Williams and Associates is their strong commitment to the Spearfish community. “We are inspired to continue to run and operate the business in Spearfish because we love the people, the natural environment and the chance to build a better community for our families, our employees and the people we work for,” Jason expressed.

Williams and Associates believes in building up the community not only through their work as an architecture firm, but on a personal level as well. Owners and employees support local organizations such as the Spearfish Foundation for Public Education, Monument Health, Black Hills State University, Northern Hills Training Center, and many other local organizations. Jason actively serves on the Countryside Church as well as the Spearfish Economic Development Corporation Board of Directors and spends many hours coaching soccer and supporting local youth sports organizations.

“Who wouldn’t want to live in Spearfish? The natural beauty, outdoor recreation, and vibrant people of the community all contribute to why Spearfish is home,” said Jason.

WILLIAMS &
ASSOCIATES
ARCHITECTURE, INC.



To see more of Williams and Associates Architecture's work, visit their website at www.williamsandassociatesarchitecture.com.

Williams & Associates Website

Do you want to be featured in the Business Spotlight?

Simply fill out the short form below! Your business must be an SEDC member to be selected. If chosen as the Business Spotlight of the Month, you will be asked to answer a questionnaire and provide a photo to be used in an upcoming newsletter and on our Facebook page.

Business Spotlight Interest Form

SEDC Lunch & Learn: Child Care Discussion

Child Care ^{spearfish}
Discussion

Thursday, May 19, 2022 | Noon | The Joy Center

SEDC members are invited to our upcoming Lunch and Learn on Thursday, May 19 at The Joy Center to learn more about the challenges related to child care in our community and the economic impact it has on both families and businesses. The shortage of attainable child care options is limiting our workforce, slowing job growth and business development.

Join us and a panel of local experts to discuss what is being done and what solutions can yet be explored to resolve the lack of available and affordable child care options for families in Spearfish.

- Barb Cline, *Prairie Hills Transit*
- Karley LaFountain, *Prairie Hills Child Care*
- Lyndsay Schreiber, *Pioneer Bank & Trust*
- Kirk Easton, *Spearfish School District*
- Kayla Klein, *Klein Visioneering Group*



Lunch will be catered by Tropical Smoothie Café of Spearfish.
There is no cost to attend, but registration is required.
The deadline to register is Wednesday, May 18.
Limited seats are available.

[Register Here](#)

SEDC Awarded Black Hills Energy Economic Development Grant

SEDC granted funds for workforce recruitment campaign

Spearfish Economic Development Corporation (SEDC) recently received a grant through Black Hills Energy's Economic Development Grant Program to support ongoing marketing efforts targeted toward recruiting additional skilled workforce to the Spearfish area.



Black Hills Energy aims to "Improve Life with Energy", which goes beyond producing and delivering electricity, coal, oil or gas. It is part of Black Hills Energy's mission statement to "strengthen communities and support growth and development." The Black Hills Energy Economic Development Grant Program is one way the company is fulfilling that mission and supporting Spearfish.

Having enough of a trained workforce to keep up with business growth is one of the largest hurdles our community, any many others, are facing today. "This grant will further enhance our ongoing marketing strategies to attract workers to Spearfish," said Kory Menken, SEDC Executive Director.



SPEARFISH ECONOMIC DEVELOPMENT CORPORATION

**THE MORE
YOU KNOW** 

Essential HR Checklist for Small Businesses

ADP | April 8, 2022

Managing HR responsibilities can be a daunting responsibility when you are running a small business. To help, we created a checklist that you can use to help audit your HR policies and practices.

Hiring:

Develop policies and practices that result in quality hiring decisions and comply with federal, state, and local laws. For example:

- Does your company have candidates complete an application form?
- Does your company have up-to-date and accurate job descriptions for each position?
- Are supervisors trained to conduct effective interviews and to avoid questions not permitted by law?
- During the hiring process, does your company do an effective job communicating what makes your company a great place to work?
- Does your company keep applicants informed of their status throughout the hiring process?
- Does your company put job offers in writing?
- Do you have more than one individual involved when making hiring decisions?
- Do you have an effective onboarding process to get employees started on the right foot?

Policies:

Develop an employee handbook to communicate important company information to employees and help demonstrate compliance with various employment laws. For example:

- Do your policies comply with federal, state and local laws governing benefits, leave, pay, nondiscrimination, and other terms and conditions of employment?

- Do you review and update your handbook at least annually and whenever laws change?
- Do you have employees sign a handbook acknowledgment at the time of hire and whenever changes are made?
- Have you trained supervisors on your company's policies and procedures?

Compensation:

Align your company's compensation program with strategic goals and use total compensation (salary, health insurance, paid time off, and other benefits) to attract, motivate, and retain talent. Ensure pay practices comply with all applicable laws. For example:

- Is your company's total compensation competitive with similar employers?
- Are employees' wages equitable when compared with other employees in your company?
- Does your compensation program avoid unlawful pay disparities based on sex, race, or other protected characteristics?
- Does your compensation program have transparent, job-related metrics to assess and equitably reward top performers?
- Does your compensation program align with your company's strategic goals and values?
- Do your company's pay practices for overtime, rest breaks, meal periods, and travel and training time comply with federal and state law?

Performance Management:

Ensure your company clearly communicates performance goals to all employees, delivers regular feedback, and provides employees with the resources they need to meet objectives. For example:

- Does your company evaluate employees' performance on an ongoing basis and at least annually?
- Are supervisors trained to conduct performance reviews?
- Does your company give poor performers an opportunity to improve?
- Do all employees have specific and measurable goals?
- Do individual goals align with overall company values and goals?
- Do employees receive all the training that is required by law and/or training needed to effectively perform their job?
- Does your company engage employees on a regular basis to determine their training needs and career development interests?

In conclusion, to make the most of your HR responsibilities, implement effective policies and practices that comply with the law and align with your company's strategic goals.

[Read More Here](#)

2022 SEDC Women in Leadership Scholarship

Applications are currently being accepted

South Dakota Center for Enterprise Opportunity (SD CEO) West Women's Business Center will be hosting their 9th Annual Women in Leadership class on July 26, 27, and 28 in The Barn at Aspen Acres. The cost to attend is \$299.



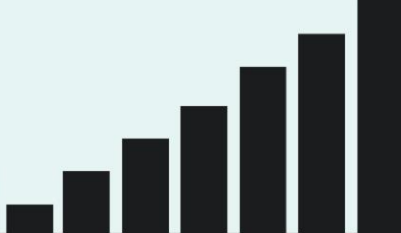
SEDC will once again be offering a scholarship to cover the cost of attendance for one woman employed at an SEDC member business.

To apply, please fill out an SEDC Women in Leadership Scholarship Application and return it to the SEDC office at 106 W Kansas Street or via email to office@spearfishdevelopment.com. The deadline to apply is June 24 at 5:00 PM.



Application Form

BY THE NUMBERS



SD Dept. of Labor Reports:

Labor Force	2022	2021
CITY OF SPEARFISH		
Total Labor Force	6,418	6,324
Total Employed	6,305	6,140
Total Unemployed	113	184
% Unemployed	1.8%	2.9%
LAWRENCE COUNTY		
Total Labor Force	13,757	13,508
Total Employed	13,485	13,102
Total Unemployed	272	406
% Unemployed	2.0%	3.0%
NORTHERN HILLS (BUTTE, LAWRENCE, MEADE, & PENNINGTON COUNTIES)		
Total Labor Force	91,150	89,324
Total Employed	89,021	86,361
Total Unemployed	2,129	2,963
% Unemployed	2.3%	3.3%

Spearfish City Reports:

BUILDING PERMITS	2022	2021	YTD 2022	YTD 2021
New Residential	19	11	38	46
New Commercial	3	0	6	1
Total Permits	49	45	129	167
Total Dollars	\$14,365,677	\$6,546,660	\$28,435,554	\$22,577,309

SALES TAX	2022	2021	YTD 2022	YTD 2021
2nd Cent Sales Tax	\$466,006	\$441,812	\$1,739,229	\$1,560,979
Hospitality Tax	\$60,826	\$73,749	\$234,154	\$217,984

BUILDING PERMITS AND SALES TAX ARE BASED ON THE MOST RECENT CITY OF SPEARFISH REPORTS FROM APRIL OF 2022

LABOR FORCE DATA IS BASED ON THE MOST RECENT SD DEPARTMENT OF LABOR & REGULATION REPORT FROM MARCH OF 2022

BHSU to Host Annual Economic

Development Training Course

Fuel the Growth | September 14-16, 2022 | BHSU-Rapid City

The basic economic development course “Fuel the Growth 2022: Advancing Economic Development in Our Communities” is returning to the Black Hills State University-Rapid City campus after its successful launch in 2021.

Economic development professionals, board members, community leaders, business persons, and elected officials are invited to take part in the course from September 14-16, 2022. This course is a collaborative effort between Black Hills State University and other various entities including the South Dakota Governor’s Office of Economic Development, Black Hills Community Economic Development/Rushmore Region Alliance, West River Foundation, and Black Hills Energy.



“In its inaugural year, Fuel the Growth provided participants the opportunity to gain a greater understanding of economic development and the tools needed to be successful in their communities,” said Lori Frederick, senior business development representative at the South Dakota Governor’s Office of Economic Development. “It provides economic development professionals, community members, board members and elected officials the opportunity to learn about economic development in a hands-on learning environment from experienced professionals in the industry.”

The 2 ½ day training event will be led by economic development experts and will utilize presentations, panel discussions, and case studies to address 10 key topics in economic development including business retention and expansion, entrepreneurship, community and real estate development, strategic planning, organizational management, and ethics. In addition to learning from local and regional experts, participants will have an opportunity to engage with and learn from colleagues and other attendees through networking opportunities.

“Fuel the Growth broadened my understanding of economic development. It taught me not only what economic development is and all it encompasses, but also how sustainable development can be successfully implemented and provided me with the tools to do so,” said Cayley Schmitt, marketing & administrative coordinator at Spearfish Economic Development Corporation. “Furthermore, the networking provided through this course – in my fellow peers as well as the speakers – made the experience truly worthwhile.”

Hollie Stalder, executive director of Belle Fourche Development Corporation said, “Fuel the Growth is a well-balanced look at community and economic development for any size community. From the new professional in their economic development role to the seasoned director, this program has something for everyone. The relationships in the network of economic developers across the state are so valuable, and the time together to discuss the important topics facing each community is a huge benefit.”

Online registration for Fuel the Growth 2022 opens on June 1. The registration fee is \$395 per person.

[Learn More Here](#)



Legislative News Updates

Workforce Education Grant

Spearfish School District receives \$225,000 Workforce Education Grant for new Career and Technical Education (CTE) center.

[Read More](#)

Broadband Funding

Additional round of broadband funding announced.

[Read More](#)

Packing Process

Congressman Dusty Johnson questions packers on processing concentration.

[Read More](#)

Spearfish Elections

Senden elected next Spearfish Mayor; Klarenbeek, Rath retain council seats.

[Read More](#)

Former Mayor Honored

Outgoing Spearfish Mayor Boke recognized for years of service.

[Read More](#)



Local Development News

Black Hills Pioneer:

[Spearfish schools approve \\$460K bid for CTE center](#)

KEVN:

[National Mom and Pop Shop Day celebrates local businesses](#)

[Nearly half a century of displaying local artists](#)

Other:

[South Dakota Board of Regents freezes university tuition](#)

[Regents Recognize Black Hills State Student Organizations](#)

[City Council approves increasing SERF loan to finish office space in Atlas building](#)

Newscenter1:

[Spearfish nurse, Michaela Davis, receives prestigious DAISY Award](#)

[Black Hills State University welcomes back annual Lakota Omniciye Wacipi](#)

[Spearfish's new workforce housing development sees great progress, greater interest](#)

[Spearfish nurse wins Hospice of the Northern Hills award](#)



Get Involved In The Community!

Celebrating Women in Business Luncheon

Hosted by SD CEO West

Thursday, May 12 | 9:00 AM to 1:00 PM

Spearfish Holiday Inn Convention Center

[Learn More Here](#)



2022 District 31 Candidate Forum

Hosted by Spearfish Area Chamber of Commerce

Saturday, May 14 | 9:00 AM to 12:30 PM

High Plains Western Heritage Center

[Learn More Here](#)



SEDC Lunch & Learn: Child Care Discussions

Hosted by Spearfish Economic Development Corp.

Thursday, May 19 | 12:00 to 1:00 PM
The Joy Center
[Learn More Here](#)



Rockin' Retro Dinner & Dance Party
Hosted by Spearfish Recreation Center
Thursday, May 19 | 5:00 PM - 8:00 PM
Spearfish City Park
[Learn More Here](#)



Black Hills Shootout
Hosted by Spearfish Holiday Inn
Friday, May 27 to Sunday, May 29
Spearfish Holiday Inn Convention Center
[Learn More Here](#)



Black Hills Film Festival
Hosted by The Matthews Opera House
Tuesday, May 31 | 7:00 PM
The Matthews Opera House
[Learn More Here](#)



Please share your upcoming events with [Cayley Schmitt](#), SEDC Marketing Coordinator, to be included in the upcoming SEDC monthly newsletters.

Share The News!

Did you know that our monthly electronic SEDC Business Newsletter is

**ENVIRONMENTALLY FRIENDLY, COST-EFFECTIVE,
AND EASY TO SHARE?**

Keep your employees informed on local business happenings
by sharing this email with them!

Past SEDC Business Newsletters can also always be found
on the SEDC Website under the News tab.

[SEDC Newsletter Archives](#)



Become an SEDC Member Today!

Spearfish Economic Development Corporation | 605-642-3832
office@spearfishdevelopment.com | www.SpearfishDevelopment.com

Let's Be Friends!



Spearfish Economic Development Corporation | 106 W Kansas St., Spearfish, SD 57783

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