



we are
Champions
of
Change

2019-2020 ANNUAL REPORT

United Way 
United Way of the Black Hills

**United
Way**



United Way of the Black Hills

OUR MISSION

We unite people and resources to improve lives in the Black Hills by delivering measurable long-term solutions to community issues in education, financial stability and health.

OUR VISION

We will be champions of our community, empowering individuals and improving lives, while striving to facilitate lasting, positive change.

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“WE CANNOT BECOME WHAT WE WANT TO BE BY REMAINING WHAT WE ARE.”

-Max DePree, U.S. Business Leader

Last year was a year for change. For growth. For opportunity to flourish. In 2019, we celebrated 75 years at United Way of the Black Hills. It was an opportunity to reflect upon the impact we've made over the years. It was also a time to observe the way we have adapted over these years to continue to address the needs of our communities. The way we operated in 1945 is vastly different than the way we operate today. With that, as we look forward to the future, we recognize we must continually advance our approach to solving our communities issues.

In 2019, we conducted a Community Needs Assessment (CNA) to understand the community's most current and pressing needs. What we discovered is that only 42% of our funds are benefiting the most pressing needs in our community!

So our board of directors and staff strategized; how can we implement better practices to make a lasting impact in our communities? We recognized that we've had great success with our Black Hills Reads Initiative, by solving root issues and taking a proactive stance. We used this initiative as a framework to adopt within the other areas of greatest need. The number one pressing need indicated in our CNA is Mental Health.

In January 2020, we announced our shift to an initiative based organization focusing on efforts to create lasting change and adopted a new Mental Health Initiative under our Health pillar. Through a generous grant provided by the John T. Vucurevich Foundation, we will be hiring a mental health director to collaborate with our communities leaders within this area, and strategize ways our community can collectively solve this prevalent need.



JAMIE TOENNIES,
EXECUTIVE DIRECTOR
UNITED WAY OF THE BLACK HILLS

BOARD OF DIRECTORS

President:

Barry Hoogland
US Bank

Vice President:

Lorie Vega
Ellsworth A.F.B.

Treasurer:

Marty Willms,
Northern Hills FCU,
(Sturgis cabinet representative)

Secretary:

Lauren Branich
KNBN NewsCenter1

Jeff Barnes, Black Hills Electric Cooperative
(Southern Hills cabinet representative)

Jason Culberson, Rapid City Fire Department
Maryanne Darling-Reich, Black Hills Energy

(Northern Hills cabinet representative)

Mark Eyre, Black Hills Energy

Christi Houchins, Synchrony Financial

Darbi Hunt, Black Hills Special Services

(Sturgis cabinet representative)

Terry Hupp, Spearfish Community

(Northern Hills cabinet representative)

Dr. Stephanie Lahr, Monument Health

Joel Landeen, City of Rapid City

Carrie Moore, Jenny's Flowers

(Southern Hills cabinet representative)

Austin Olivier, Black Hills Insurance

Jason Sanderson, Black Hills Energy

Dan Scheurer, Security First Bank

Tiffany Smith, Black Hills Community Bank

Katy Urban, Rapid City Area Schools

Joanne Woods, Scheels

Jenny Yackley, First Interstate Bank

(Northern Hills cabinet representative)

STAFF

Jamie Toennies
Executive Director

Matt Birrenkott

Finance Director

Kayla Klein

Black Hills Reads Director

Brad Keizer

Development Director

Carmen Anderson
Data Specialist

Rosellen Reese

Administrative Assistant

Audrea Amstutz

Marketing Manager

Edwina Kertzman

Campaign Assistant

OUR IMPACT

FOR THE 2019-2020
CAMPAIGN SEASON,
WE RAISED

\$2,209,412

TO WORK WITH
MORE THAN
100 NONPROFIT
AGENCIES AND
PROGRAMS

THAT IMPACTED

101,871

LIVES IN THE
BLACK HILLS

OUR SERVICE REGION

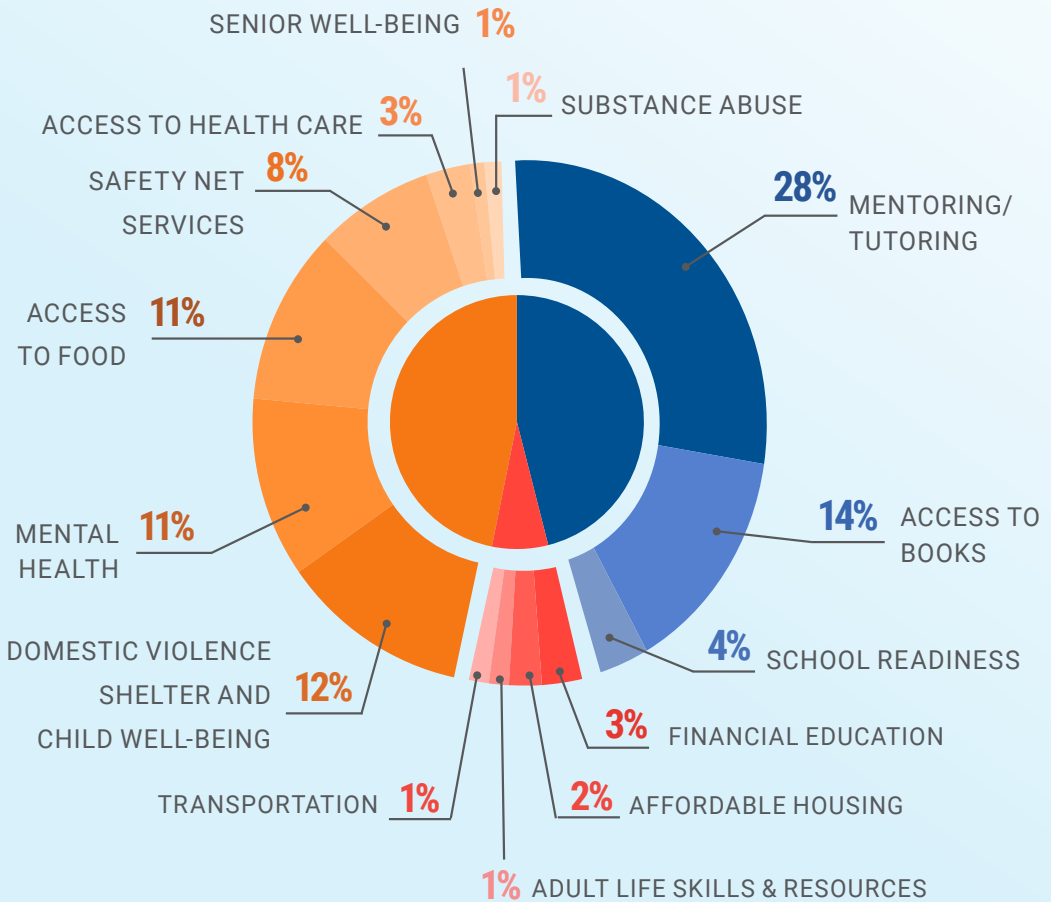
We proudly serve the lives in these communities, and outlying areas in Butte County, Custer County, Lawrence County, Meade County, Pennington County, and Fall River County:



TOTAL # OF PEOPLE SERVED BY REGION

RAPID CITY	STURGIS	NORTHERN HILLS	SOUTHERN HILLS
83,636	4,716	8,341	5,178

AMOUNT INVESTED BY FOCUS AREA



46%
EDUCATION

7%
INCOME

47%
HEALTH

A YEAR IN REVIEW



INTRODUCING OUR NEW MENTAL HEALTH INITIATIVE

In January 2020, United Way of the Black Hills (UWBH) hosted a leadership breakfast to announce the organization's new direction. The business model transitioned from a traditional fundraising organization to a community impact organization addressing root issues throughout the region. The shift in direction is a result of the findings from the 2019 community needs assessment commissioned by UWBH.

"We've supported a community needs assessment of the Black Hills area in order to truly understand what is a priority for our area," explained UWBH Executive Director Jamie Toennies. "The results showed seven priority areas of need throughout the Black Hills region. Of those priority areas we found that mental health was the number one issue in our communities." UWBH announced its launch of a new Mental Health Initiative as part of the community impact model.

The leadership breakfast event concluded with an exciting step into the future with

a check presentation from the John T. Vucurevich Foundation in the amount of \$200,000 to invest in the new Mental Health Initiative. The event boasted nearly 100 leaders throughout the region to learn about the findings of the needs assessment and the new direction of UWBH.

Linn Evans, President and CEO of Black Hills Energy, spoke in support of UWBH's new mission and vision.

"We believe that we should sow in the communities we serve, both through financial support of quality nonprofits as well as through employee volunteerism. Thank you to United Way of the Black Hills for leading the charge to ensure the seeds we plant today thrive to make our communities stronger," said Evans.

To learn more, and to view our 2019 Community Needs Assessment, please visit: www.unitedwayblackhills.org/2020-new-direction.



UNITED WE STAND

COVID-19 RECOVERY FUND

\$474,030.42

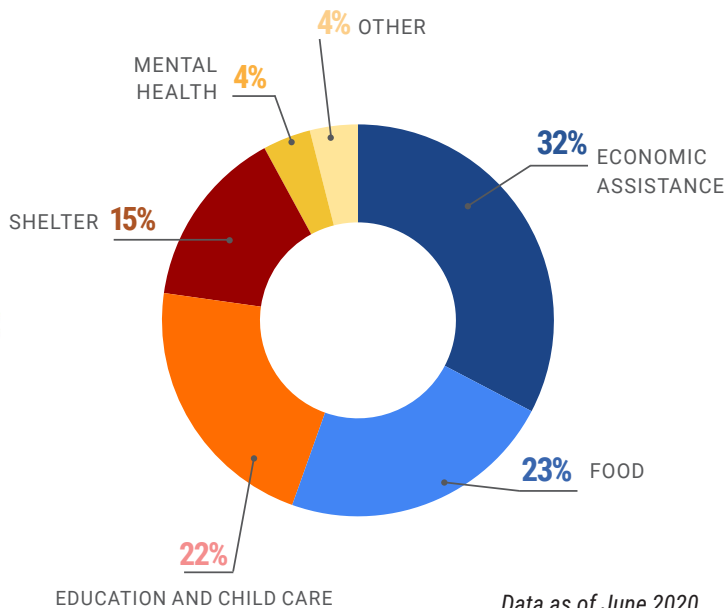
RAISED BY OUR COMMUNITY

30

NONPROFIT ORGANIZATIONS
RECEIVED A GRANT

52,586

LIVES HAVE BEEN IMPACTED



Data as of June 2020

ABOUT THE UNITED WE STAND COVID-19 FUND

The novel Coronavirus (COVID-19) presented new challenges to our world, nation, and Black Hills. Many have been impacted by the virus—by job loss, illness, lack of child care and financial strain.

As this pandemic unfolded, we recognized the added pressure on local nonprofits to serve the capacity of increasing needs.

In March 2020, United Way of the Black Hills (UWBH) developed the **UNITED We Stand COVID-19 Relief Fund** as an effort to provide

financial assistance to nonprofit agencies to serve the increasing demand for services.

Shortly following the announcement of our fund, Black Hills Energy and ELEVATE Rapid City each offered a dollar-for-dollar match up to **\$25,000**.

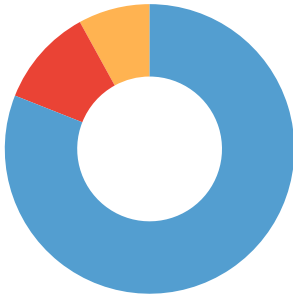
100% of the donations raised were used to support nonprofit agencies in the Black Hills who experienced increased demand and/or increased costs to provide their services due to COVID-19.

We supported organizations who provided food, child care, mental health counseling, mask-making, educational and wellness activities for youth and the elderly, economic assistance, and more.

To learn more about our COVID-19 relief efforts, please visit our website at: www.unitedwayblackhills.org/coronavirus-information.

FINANCIAL STATEMENT

Revenue Snapshot - \$2,401,169*



81%

UW Campaign Fundraiser

\$1,938,976

(Funds raised by workplace and individual donors)

11%

Grants & Other

\$264,613

(Includes investments, events, as well as corporate and community foundation grant revenues)

8%

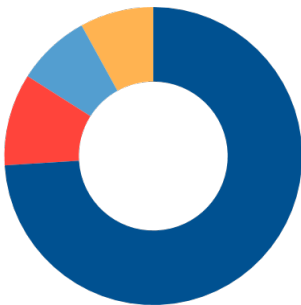
Donor Designated Funds

\$197,580

(Includes donations directly designated to a specific nonprofit agency per the request of the donor)

* This amount reflects the actual revenue collected in 2019 which includes payments from multiple campaign years and pledge loss. Our 2019-2020 Campaign raised amount of \$2,209,412, as shown on page 4, equals what was pledged for that fundraising campaign.

Expense Snapshot - \$2,386,234



74%

Program Expense

\$1,766,854

10%

Fundraising Expenses

\$237,247

8%

Donor Designated Funds

\$197,580

8%

Administration & General Expenses

\$184,553

Our Commitment to Transparency



At United Way of the Black Hills, we know our donors trust us to utilize their donations efficiently and effectively. We pride ourselves in our efforts to remain transparent.

We are pleased to report that we have been awarded the highest possible rating by Charity Navigator for the 2019 and 2020 year. Charity Navigator evaluates

charities on their financial health, accountability and transparency.

PARTNER AGENCIES

We carefully select and distribute funding to nonprofit agencies, which are partners in our fight for education, income and health. In 2021, we will partner with these agencies. In addition, we are partnering with many other nonprofit organizations, school districts, early care providers, health providers and others through our Black Hills Reads and Mental Health Initiatives.

Rapid City (RC), Sturgis (ST), Northern Hills (NH), Southern Hills (SH)

211 Helpline Center (RC, ST, NH, SH)	Kids Club Kids (NH)
Action for the Betterment of the Community (ABC) (ST)	Lifeways (RC)
American Red Cross - Central & Western SD Chapter (RC, ST, NH, SH)	Literacy Council of the Black Hills (RC)
Artemis House (NH)	Lutheran Social Services of SD (RC, ST) - Canyon Hills Center (NH)
Big Brothers Big Sisters of the Black Hills (RC, NH)	MEALS Program (RC, ST, NH, SH)
Black Hills Area Habitat for Humanity (RC, ST, NH, SH)	Minneluzahan Senior Center (RC)
Boy Scouts of America, Black Hills Area Council (RC,ST, NH, SH)	NeighborWorks Dakota Home Resources (RC, ST, NH, SH)
Boys and Girls Clubs of the Black Hills (NH, SH) - Hill City - Hot Springs - Lead/Deadwood	Prairie Hills Child Care Center (NH)
CASA 7th Circuit (RC, SH)	Prairie Hills Transit (ST, NH, SH)
CASA of the Northern Hills (ST, NH)	Rural America Initiatives (RC)
Catholic Social Services (RC, ST, NH)	Salvation Army of the Black Hills (RC, ST, NH, SH)
Club for Boys (RC)	Senior Companion Program of South Dakota (RC, ST, NH, SH)
Community Health Center of the Black Hills (RC, ST, NH, SH)	Spearfish Nutrition Site (NH)
Compass Point (ST, NH)	WellFully (RC, ST, NH, SH)
Consumer Credit Counseling Service of the BH (RC,ST, NH)	Women Escaping a Violent Environment (WEAVE) (SH)
Crisis Intervention Shelter Service (ST)	Working Against Violence Inc (WAVI) (RC)
Custer County Senior Citizens Club (SH)	YMCA (RC, SH) - Rapid City - Custer - Edgemont
Dakota Plains Legal Services (RC)	Youth & Family Services - Child Development Center (RC)
Early Childhood Connections - Starting Strong (RC)	Youth & Family Services - Counseling Center (RC)
Ellsworth AFB Airmen and Family Readiness Center (RC)	Youth & Family Services - Girls Inc. (RC)
Feeding South Dakota (RC, ST, NH, SH)	
Girl Scouts - Dakota Horizons (RC, ST, NH, SH)	

DAY OF CARING

WE MUST LEAN ON EACH OTHER

Day of Caring celebrated it's 20th anniversary in 2019. Day of Caring has been bringing people together across the Black Hills by volunteering. It serves as a reminder that when people unite for the greater good, everyone wins. Day of Caring benefits the elderly, disabled individuals and nonprofit organizations. Projects include painting, sorting donated items, community clean up, and much more!

2019 DAY OF CARING IMPACT

93

PROJECTS COMPLETED

Projects completed by region:
Rapid City: 67
Sturgis: 10
Northern Hills: 10
Southern Hills: 6

1,082

VOLUNTEERS PARTICIPATED

136

TEAMS PARTICIPATED

\$88,217

IN TOTAL ECONOMIC IMPACT



THANK YOU TO OUR DAY OF CARING SPONSORS

RAPID CITY

Advanced Services Inc
Assurant
BankWest
Black Hills & Badlands
Tourism Association
Black Hills Community Bank
Black Hills Energy
Black Hills Oral Surgery
Black Hills Regional Eye
Institute
Black Hills Works
Border States
Butler Machinery Company
Casey Peterson Ltd
Catholic Social Services
Coca-Cola Bottling Company
High Country
Farm Credit Services of
America
First Interstate Bank
First National Bank
Fourfront Design Inc
GCC Dacotah
Great Western Bank
Highmark Federal Credit
Union
JTVF/BHACF
KNBN NewsCenter1
KT Connections Inc
Liv Hospitality

McKie Ford Lincoln &
Affiliates
Midco
Montana Dakota Utilities
Monument Health
Moyle Petroleum Company
Northwest Pipe Fittings
Orchard Meadows Family
Dental & Denture Clinic
Pioneer Bank and Trust
Ponderosa Screenprinting &
Embroidery
Rapid City Area Chamber of
Commerce
Rapid City Woodworkers
Association
Rural America Initiatives
Rushmore Plaza Civic Center
Scheels
Security First Bank
Sentinel Federal Credit Union
South Dakota School of
Mines
Synchrony
US Bank
Vast Broadband
Visit Rapid City
Vitalant
Wells Fargo Bank
Western Dakota Tech
Youth and Family Services

STURGIS

Black Hills Energy
City of Sturgis
First Interstate Bank
Liberty Chevrolet LLC
Northern Hills Federal
Credit Union
Monument Health
Vast Broadband
Wells Fargo Bank

NORTHERN HILLS

Black Hills Energy
Black Hills State University
First Interstate Bank
Ketel Thorstenson, LLP
Monument Health
Spearfish Holiday Inn/
Lucky's 13 Pub
Spearfish School District
Vast Broadband
Wells Fargo Bank

SOUTHERN HILLS

Black Hills Electric
Cooperative
Black Hills Energy
Hill City Chamber of
Commerce
Monument Health

THANK YOU TO OUR DAY OF CARING IN-KIND DONORS

for your contributions to our Day of Caring events

Coca-Cola Bottling Company High Country
Common Cents & Admiral Beverage
KNBN NewsCenter1
Ponderosa Sports Wear & Embroidery
RC Woodworkers Association
Runnings
Super Foods

Simpsons Printing
Target #2457
Wal-Mart North #1604
Wal-Mart South #3872
Grocery Mart
Family Fare East #3253 & West #3265

BLACK HILLS READS INITIATIVE



Black Hills **READS**

LESS THAN **50%**
OF THIRD GRADERS ARE
READING PROFICIENT

BLACK HILLS READS HELPS TO ENSURE CHILDREN ARE PROFICIENT READERS BY THE END OF THIRD GRADE.

We will achieve this by focusing within the areas of: school readiness, successful parents, healthy readers, school attendance and summer learning.

We will assist programs and families by offering these resources:

- > Advocacy
- > Pilot Programs
- > Special Events
- > Grants



OVER 10,000 BOOKS READ FOR RACE TO READ

What began as a small competition to encourage reading over the summer, took flight and became a large community-wide series of events throughout the summer to winter!

Race to Read is a challenge where kids are encouraged to read as many books as possible, and each book read equals one paper chain link.

Summer Race to Read

In June 2019, we hosted our very first Race to Read in Rapid City. The event took place at the Memorial Park bandstand. Children from the participating organizations showed up, and local team mascots and local fire and police officers came to show their support! We combined all of the links to create one large chain, and students paraded the chain around the park. The chain covered an astounding quarter mile! 800 students from five organizations participated and 12,000 books were read!

Following the success of this event, other organizations and

schools throughout the Black Hills took on this challenge. These organizations included: Lead Library, Black Hawk Elementary, Custer YMCA, Custer Library, Hill City Elementary and Spearfish Elementary.

Winter Race to Read

Due to the success of the summer and fall Race to Read events, the BHR committee created a winter themed reading challenge to engage the entire Black Hills community.

From October to November, children throughout the Black Hills were encouraged to read as many books as they could and each book read equaled one snowflake. 2,208 children and adults participated from 14 organizations and 22,000 books were read!



Combating Summer Learning Loss with BHSU & Belle Fourche Schools

During the summer, Black Hills Reads piloted a new program with Black Hills State University College of Education interns to provide reading intervention for elementary school students in Belle Fourche during the summer. Summer learning loss is an issue for many students and without intervention these children will continue to fall further and further behind in their reading skills. Our goal is that the children who receive this support will not suffer any learning loss and will start the year on track in their reading skills. If successful, we hope to expand this model to other communities in the Black Hills.



Building Early Learning Communities in the Black Hills

This year the Black Hills Reads Initiative has worked to build local community support for early learning. We developed a new Early Learning Toolkit guided by the National League of Cities Community Action Guide. The toolkit helps communities create stakeholder groups who identify the greatest early education needs in their town and provides funding, resources, and advocacy to find solutions. Examples of a few of the activities that have come from this work includes the communities of Lead and Deadwood building Born Learning trails for families and local showings of the movie *No Small Matter* with the Rapid City Early Learning Initiative and Mayor Allender.



Black Hills Reads Launches Data Dashboard

In March 2020, Black Hills Reads hosted a luncheon to share the impact of the initiative in the community. At the luncheon, BHR unveiled a Data Dashboard containing valuable statistics surrounding childhood education and resources. This Data Dashboard is available to the public on the UWBH website.



IMPACT

2,263

'Porter the Hoarder' books were distributed to 2nd graders throughout the Black Hills

2,800

Third grade students received the book 'Tatanka and the Lakota People' through the Young Readers One Book program. In 2019, the featured author was Donald Montileaux. In October, the children had a chance to meet the author

355

Baby's First Book Bags were distributed to childcare organizations throughout the Black Hills

EXAMPLES OF HOW YOUR DONATION IS HELPING LIVES THROUGH...

BOYS AND GIRLS CLUB

Two children were placed in a foster home in Hot Springs, and their foster parents enrolled them at the Club to have a safe place for them to go on Fridays. Throughout the year, they were transferred from foster home to foster home several times. Throughout all the shifts and changes they experienced, the Club became a constant in their lives. Even when they were moved between Hot Springs and Custer, they made it a point to be at the Club on Fridays. They both expressed how happy they were to be at the Club on a regular basis.

ACTION FOR THE BETTERMENT OF THE COMMUNITY (ABC)

ABC was able to provide ten \$500 scholarships for families who did not have the resources to pay for their child to attend the Sturgis Youth Center summer program. The parents and families receiving the scholarship funds have been very appreciative of ABC's ability to offer scholarships. Without the funds, the youth would have to either stay home alone during the daytime hours or go to a daycare.

CLUB FOR BOYS

When Gwendylyn Smoke and her two sons (pictured) were homeless, the Club for Boys was a place where her boys could be just boys. After being evicted from their apartment of eight years, Smoke and her boys moved into the Cornerstone Rescue Mission until they could find another affordable place. The Club became a lifeline of encouragement and safety for the boys during the day. "They understood we didn't have a home. The Club was their getaway," she said. Smoke and her boys, ages 9 and 11, are now in their own apartment, and the Club has continued to serve as a safe, reliable place for her boys to spread their wings.

BIG BROTHERS BIG SISTERS IN SPEARFISH

Kenny*, a 12 year-old boy with ADHD and a speech impediment, was interviewed for the Big Brothers Big Sisters Outdoor Adventures Program. He was matched with Karl*, a retired and an avid outdoorsman. Karl was able to witness Kenny's need for improved social and problem solving skills. He began spending time with Kenny on a weekly basis, doing outdoors activities, volunteering at events, and teaching him etiquette. Kenny has shared how much he appreciates, looks up to and loves Karl. Kenny has his sights set on graduating high school and going on to learn welding and/or joining the National Guard.

** Stories are based on true stories, but names have been changed to protect privacy.*

FINANCIAL STABILITY

UNITED, we will help individuals and families reach financial independence.

OUR INVESTMENT

IN 2019-2020,
WE INVESTED IN **7**
SERVICES AND PROGRAMS
THAT IMPACTED **13,977**
LIVES IN THE BLACK HILLS.



Helping hands in the community

OUR IMPACT

9,930

People utilized financial stability resources to get back on track

3,275

People utilized affordable transportation to jobs, medical facilities and vital services

443

People received financial education services

329

People received affordable housing through home ownership and refurbishing their existing homes



Ellsworth AFB job fair

LIVES IMPACTED BY REGION

10,375

RAPID CITY

371

STURGIS

2,803

NORTHERN HILLS

428

SOUTHERN HILLS



Providing financial assistance to a local family

EXAMPLES OF HOW YOUR DONATION IS HELPING LIVES THROUGH...

ELLSWORTH AFB FAMILY READINESS CENTER

A certified personal financial counselor worked with a family struggling with financial issues. There ended up being a large deficit each month stemming from a car payment that was taking up 75% of the family's income. They were no longer able to maintain this payment and were living off credit cards which they could not afford. The counselor worked with this family and their creditors for several months, to ensure that the family had a small amount of income remaining after bills each month.

SALVATION ARMY OF THE BLACK HILLS

A single woman in Sturgis had been forced to leave her rented home due to significant damage from a water main break. She ended up having to switch power companies when she moved. She also paid out of pocket to move, after losing the wages due to missing work during the crisis. This ended up putting her behind on her utilities. Salvation Army was able to keep her utilities from getting shut off and she was able to get right back on her feet.

PRAIRIE HILLS TRANSIT

A passenger in Edgemont began utilizing Prairie Hills Transit three times a week to attend addiction recovery appointments. Now, her trips to addiction recovery are down to once a week, and she takes trips for other medical appointments as well as for personal needs and shopping.

NEIGHBORWORKS

John and Mary Alexander* have been foster parents for many years. Upon moving to Belle Fourche, South Dakota, they found that they could not afford a traditional mortgage for a home the size they needed to continue being foster parents.

The Alexanders' discovered NeighborWorks where they learned of the Governor's House program through South Dakota Housing Development Authority. Housing Counselor, Carol McMann, assisted the Alexanders' with researching all available options. They purchased a three bedroom home with a HERO Homebuyer Education course and a 0% interest Down Payment/Closing Cost. The Alexanders moved into their new home and are delighted to be hosting foster children again.

** Stories are based on true stories, but names have been changed to protect privacy.*

HEALTH

UNITED, we will lead individuals and families to a healthier life.

OUR INVESTMENT

IN 2019-2020, WE INVESTED IN **22** SERVICES AND PROGRAMS THAT IMPACTED **67,099** LIVES IN THE BLACK HILLS.

OUR IMPACT

17,152

People called the 2-1-1 Helpline to access necessary resources and services

13,963

People received basic needs services such as emergency housing and utility assistance.

6,163

People received nutritious food and meals

2,249

People received mental health counseling and resources

14,213

Senior citizens were served through well-being programs and meals

7,437

People received the necessary treatment and counseling for substance abuse

4,834

Women and children received safe housing and resources to escape domestic violence

1,088

People received affordable access to health care services

LIVES IMPACTED BY REGION

56,091

RAPID CITY

3,893

STURGIS

4,341

NORTHERN HILLS

2,774

SOUTHERN HILLS



Meals on Wheels of Western SD



Black Hills Community Health Center



Catholic Social Services

EXAMPLES OF HOW YOUR DONATION IS HELPING LIVES THROUGH...

AMERICAN RED CROSS OF CENTRAL & WESTERN SD

The Custer flood of 2019 brought widespread flooding to many communities across South Dakota. American Red Cross of Central & Western SD teams supported Disaster Relief Operations across the state, including one in Custer. Neighborhoods began to flood after a storm in early August and Red Cross volunteers immediately deployed to help. An emergency shelter was established at the local YMCA where volunteers cared for people who were evacuated from their homes. Residents were given a safe place to stay, food, beverages, blankets and other essentials until they were able to return home.

CATHOLIC SOCIAL SERVICES

Kelly*, a single parent of a toddler-age daughter, graduated in Dec. 2018 with a bachelors degree from South Dakota State University College of Nursing. Today, she's employed as a registered nurse at Monument Health in Spearfish. Along the way, she received support from the UP program. For two years, Kelly and her daughter received 2nd-generation intensive mentoring and case management services from an UP mentor, as well as a monthly stipend, that helped her finish college.

FEEDING SOUTH DAKOTA BACKPACK PROGRAM

"Our school often is overlooked by many government programs, although we have MANY students whose families are in need of resources. It doesn't always show in the ways that are measured. We appreciate the Backpack Program and what it provides for our families. We can't always show a need in the ways that are measurable according to the tools our education system currently uses!" - Anonymous teacher in Meade County.

WELLFULLY IN RAPID CITY

Betty* came to WellFully at the age of 12 years-old. She was in the custody of DSS and had been placed in foster care after being removed from her biological parents due to their drug and alcohol issues, as well as abuse and neglect. Blaming herself for the family being apart, she would take out her anger by self harming and getting into trouble. At WellFully, she was able to work through these emotions and began trusting the staff. As a recipient of a WellFully scholarship, she has worked hard through her senior year of college, where she recently graduated with a BA in Human and Family Development from Arizona State University.

** Stories are based on true stories, but names have been changed to protect privacy.*

COMMUNITY CABINET REPRESENTATIVES

In 2020, we introduced community cabinet representatives to our leadership structure. Cabinet members are representatives within their communities that meet monthly to discuss local perspectives to bring to the board for approval.

RAPID CITY

Brad Anderson, *KOTA Radio*

Danni Barry, *First Interstate Bank*

Andy Becker, *Rapid City Police Department*

Cory Ferguson, *Monument Health*

Anna Hays, *Elevate Rapid City*

Melissa Hurley, *ASI Inc*

Kevin Jackson, *GCC Dacotah Inc*

Linda Kilber, *Behavior Management Systems (BMS)*

Matt Klinger, *TelNet PC*

Anthony Malon, *Black Hills Energy*

Brenda Meier, *Liberty Superstores*

Rachel Pfiefler, *Black Hills Energy*

Jason Sanderson, *Black Hills Energy*

Kayla Schroeder, *Montana Dakota Utilities Co*

Jason Seamans, *Aflac*

Mari Sheldon, *Great Western Bank*

Michelle Thomson, *Black Hills & Badlands Tourism*

Katy Urban, *Rapid City Area Schools*

Jaci Worth, *Wells Fargo*

Madison Zimmerman-Dusek, *Property Meld*

STURGIS

Fay Bueno, *City of Sturgis*

Alenda Derby, *Monument Health*

Emma Garvin, *Sturgis Motorcycle Museum*

Kelly Gillespie, *Liberty Chevrolet*

Veronica Grosek, *Sturgis Area Chamber of Commerce*

Deb Holland, *Black Hills Pioneer*

Darbi Hunt, *Black Hills Special Services*

Emily Lasnetske, *Pioneer Bank & Trust*

Barb Reimer, *First Interstate Bank*

Rebecca Willard, *Wells Fargo*

Marty Willms, *Northern Hills FCU*

Beka Zerbst, *Sturgis City Council*

NORTHERN HILLS

Amy Allen, *Coeur Wharf*

Steve Biehl, *Wells Fargo*

Angie Black, *Spearfish Holiday Inn*

Sheri Boy, *First Interstate Bank*

Rhonda Britzman, *Lead/Deadwood Schools*

Suzanne Campbell, *Monument Health*

Lori Casavan, *White's Queen City Motors*

Maryanne Darling-Reich, *Black Hills Energy*

Kelly Deis, *Exit 8 & 14 Phillips 66*

Caryn Eisenbraun, *City Brew Coffee*

Deborah Elliott, *Life Light Creative LLC*

Nick Gottlob, *Spearfish Schools*

Corinne Hansen, *Black Hills State University*

Terry Hupp, *Spearfish Community*

Amber Johnson, *Ainsworth-Benning Construction*

Rachel Pettersen, *Behavior Management Systems (BMS)*

Misty Robinson, *First Interstate Bank*

Pete Skvicalo, *White's Canyon Ford*

SherryBea Smith, *Monument Health*

Karmen Thompson, *Montana Dakota Utilities Co*

Jodi Watts, *Black Hills Community Bank*

Jenny Yackley, *First Interstate Bank*

SOUTHERN HILLS

Jeff Barnes, *Black Hills Electric Cooperative*

Tara Bland, *Black Hills Energy*

Lori Burnham, *Monument Health*

Drea Collins, *SD State Veterans Home*

Dolsee Davenport, *Custer Area Chamber of Commerce*

Richard Fisher, *Hill City Community*

Kimberly Fisher, *First Interstate Bank*

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