



**SPEARFISH ECONOMIC DEVELOPMENT CORPORATION**

**BUSINESS  
NEWSLETTER** 

Volume 6, Issue 2 | February 2021

# 2021 SEDC Virtual Annual Meeting

Have you seen the 2021 SEDC Annual Meeting Video?  
If not, here are some highlights of the event!



2020 Progress Video



2021 *Award of Excellence* Winner - Pioneer Bank and Trust of Spearfish



2021 *Spirit of Enterprise* Award Winner - City Brew Coffee of Spearfish



Special Guest Speaker - Dr. Laurie Stenberg Nichols, BHSU President



Sky Ridge Update - Mike Harmon, Spearfish City Administrator

### 2021 SEDC Board of Directors:

- President Kevin Rhoades, White's Canyon Motors
- Past President Barb Cline, Prairie Hills Transit
- President Elect Joe Conklin, City Brew Coffee/Qdoba
- Vice President Whitney Driscoll, Two Points Ranch LLC
- Secretary/Treasurer Ryan Wordeman, The Real Estate Center
- Mayor Dana Boke, City of Spearfish
- County Commissioner Brandon Flanagan, Lawrence County
- Director TJ Gusso, First Interstate Bank
- Director Darcy Harbott, Donarski Lawncare & Landscaping
- Director Mandy Knight, Sanford Underground Research Facility
- Director Will McElroy, Sanford Underground Research Facility
- Director James Mortenson, Black Hills Community Bank
- Director Jason Roberdeau, Williams and Associates Architecture Inc.
- Director Dr. Priscilla Romkema, Black Hills State University
- Director Jenni Sneesby, Help-U-Rent
- Director Thomas Worsley, Monument Health
- Ex-Officio Kirk Easton, Spearfish School District Superintendent
- Ex Officio Mike Harmon, Spearfish City Administrator
- Ex-Officio Dr. Laurie Stenberg Nichols, BHSU President





Event Produced by Western Sky Media  
Sponsored by Black Hills Energy and Vast

## 2021 State Business Tax Climate Index

From the Tax Foundation's *2021 State Business Tax Climate Index*

The absence of a major tax is a common factor among many of the Top 10 states. Property taxes and unemployment insurance taxes are levied in every state, but there are several states that do without one or more of the major taxes: the corporate income tax, the individual income tax, or the sales tax. Nevada, South Dakota, and Wyoming have no corporate or individual income tax (though Nevada imposes gross receipts taxes); Alaska has no individual income or state-level sales tax; Florida has no individual income tax; and New Hampshire and Montana have no sales tax.

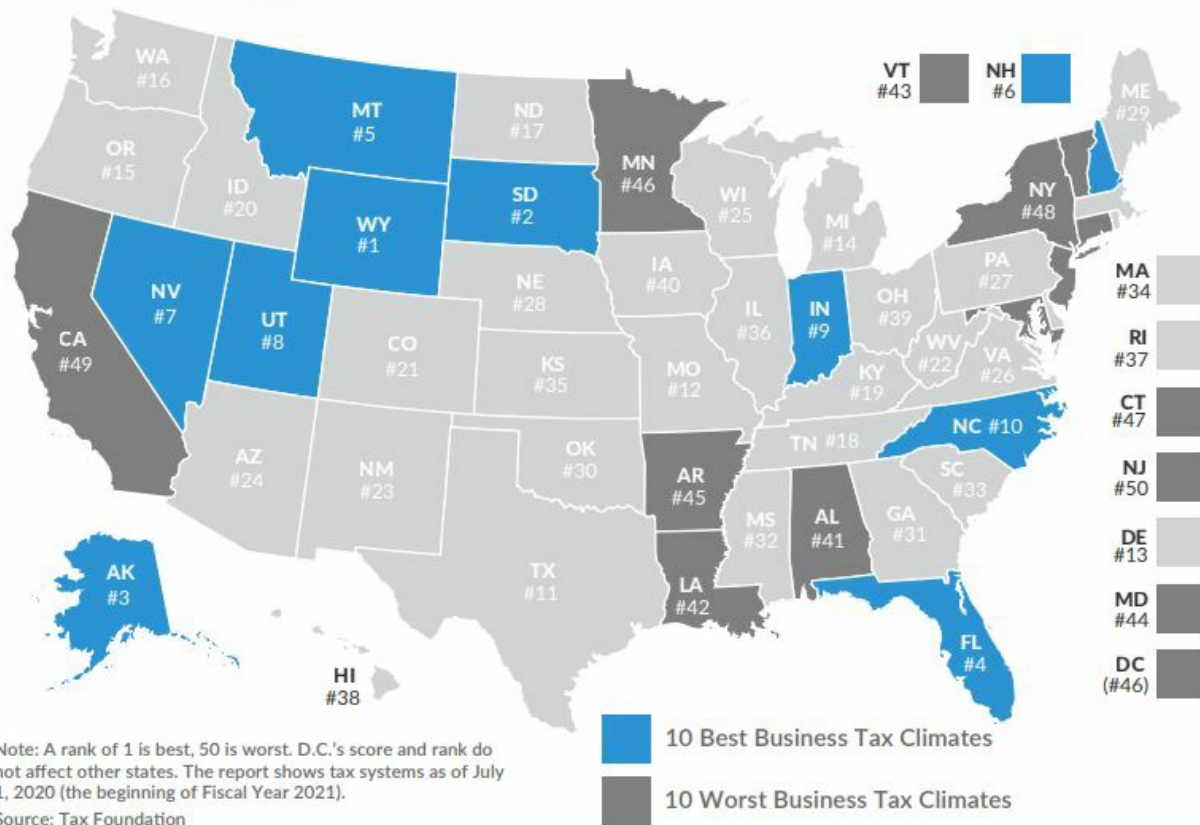
### 10 Best States in the 2021 Index:

1. Wyoming
2. **South Dakota**
3. Alaska
4. Florida
5. Montana
6. New Hampshire
7. Nevada
8. Utah
9. Indiana
10. North Carolina

### 10 Worst States in the 2021 Index:

1. Alabama
2. Louisiana
3. Vermont
4. Maryland
5. Arkansas
6. Minnesota
7. Connecticut
8. New York
9. California
10. New Jersey

# 2021 State Business Tax Climate Index



[Learn More Here](#)

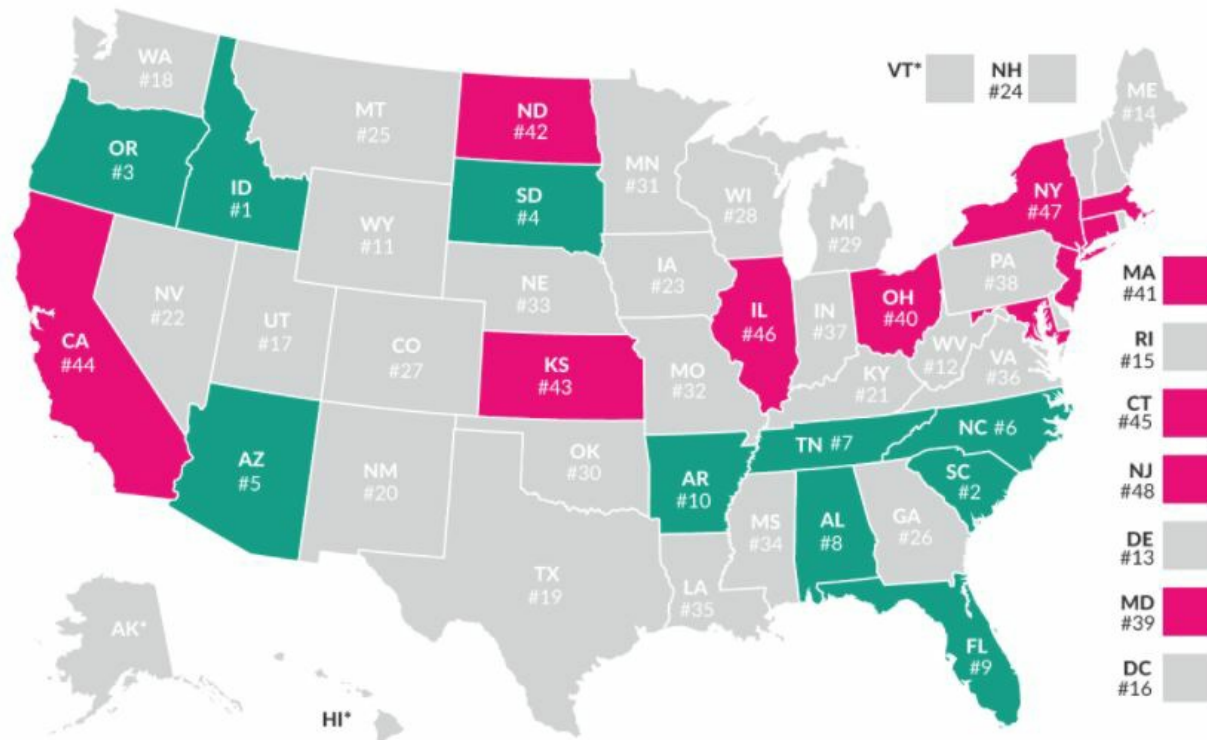
## Where Did Americans Move in 2020?

From the Tax Foundation's *State Migration Data*

The 2020 *National Movers Study* shows Idaho, South Carolina, Oregon, South Dakota, and Arizona as the states with the highest proportion of inbound moves. New Jersey, New York, Illinois, Connecticut, and California saw the highest proportion of outbound migration. Inbound and outbound moves were nearly balanced in Colorado, Wisconsin, and Michigan.

# Where Did Americans Move in 2020?

State Migration Patterns, from Most Inbound to Most Outbound, 2020

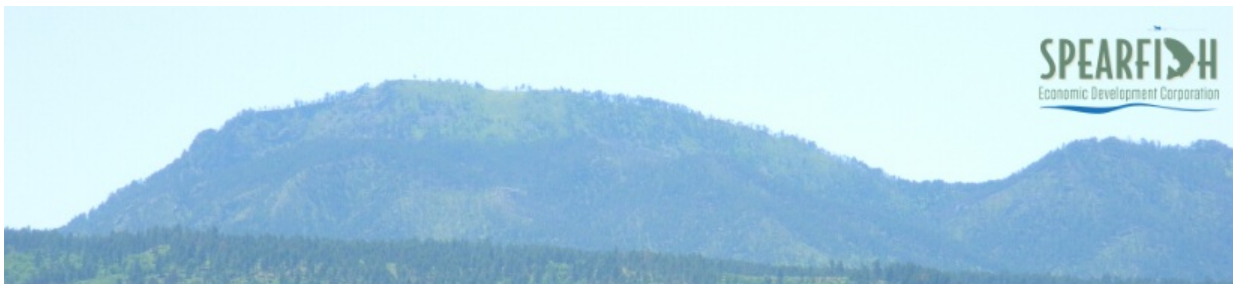


Note: Rankings are determined based on the number of inbound moves as a percentage of total moves in a state. DC is included in state rankings while Vermont is excluded because of its small sample size. Alaska and Hawaii are not included in the study.

Source: United Van Lines, 2020 National Movers Study.

- Top 10 States for Inbound Migration
- Top 10 States for Outbound Migration

[Learn More Here](#)



SPEARFISH ECONOMIC DEVELOPMENT CORPORATION

## BUSINESS SPOTLIGHT

### White's Canyon Ford & Lincoln

Written by Cayley Schmitt

Throughout this newsletter, you may have noticed multiple appearances by SEDC's new Board President, Kevin Rhoades.



Kevin has been in the automotive business for 20 years and is now a managing partner at White's Canyon Ford and Lincoln, which began in December of 2011.

The White's Canyon Ford and Lincoln dealership currently employs 36 workers, many of which have been with the company for 20-30 years, beginning at the dealership's parent company, White's Queen City Motors. Kevin believes that the longevity of his team makes the dealership unique because their customers can work with people they know and trust each time they come through the doors.



“We are a customer service business,” Kevin says. “We spend each day helping customers either find their perfect vehicle or servicing their current vehicle. We enjoy our customers very much and have become personal friends with the vast majority of them. We love coming to work each day to provide service to our community.” This mindset has paid off, as the dealership is an 8-time *President's Award* winner with Ford Motor Company and a 7-time *One Ford Elite Award* winner, which ranks them in the top 1% of Ford dealerships in the nation for customer satisfaction. Kevin is very proud of his team for these achievements, saying that the awards are a true testament to his exceptional staff and the work they put into their jobs every day. To anyone wanting to run a successful business, Kevin advises that they provide an exceptional customer service experience at every opportunity.

The dealership's top-selling vehicle is the F-series truck, which has been the #1 selling truck in the United States for the past 45 years. But the dealership provides more than just vehicles; they also have an impressive accessory business which provides products like grill guards, leather interiors, heated seat upgrades, remote starts, spray-on bedliners, LED light bars, snowplows, and even commercial sanders. Additionally, they can install trailer hitches and lifts and replace headlights, taillights, bumpers and more. Kevin and his team have “everything that you could need to customize your vehicle and make it uniquely yours.”



The biggest challenge the dealership has faced, according to Kevin, has been adapting to modern technology. From auto repairs to new vehicle technology to online marketing, keeping up with the advances in technology has been the most challenging aspect of working in the automotive industry.

Aside from being this year's SEDC Board President, Kevin has also been President of the Spearfish Lion's Club. Furthermore, Kevin has been involved with the United Way, the Spearfish Area Chamber of Commerce, and the Spearfish Foundation for Public Education.

The staff at White's Canyon Ford and Lincoln are also very active in the community, serving on various boards, in charitable organizations, and as volunteer fire fighters. The company provides financial support to numerous community groups including, but not limited to, the DC Booth Fish Hatchery and Archives, Zonta, Realtors for Kids, Young Life, United Way, Spearfish Foundation for Public Education, Spearfish Lion's Club, Hospice of the Northern Hills, the Spearfish Veterans Memorial, SHS Prom and BHSU Scholarships.

"I love Spearfish," Kevin shared. "It's an amazing community in a spectacular area of the world. It's business friendly and the future looks bright."

White's Canyon Ford and Lincoln aims to provide exceptional sales, service, and parts to the Spearfish community for both new and used Ford and Lincoln vehicles. To contact Kevin and his team, give them a call at 605-717-9217, visit their websites, [www.whitescanyonford.com](http://www.whitescanyonford.com) or [www.whitescanyonlincoln.com](http://www.whitescanyonlincoln.com), or stop by the dealership located at 2751 E Colorado Boulevard in Spearfish.

White's Canyon Ford

White's Canyon Lincoln

### *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.

Business Spotlight Interest Form

## 2021 SEDC Memberships Open

The 2021 SEDC Membership Investment Campaign is happening right now!

Annual memberships begin as low as \$125.



**Membership Levels:**  
 Bronze - \$125 - \$249  
 Silver - \$250 - \$499  
 Gold - \$500 - \$999  
 Platinum - \$1,000 - \$1,999  
 Diamond - \$2,000+

**Invest and Receive your  
 2021 Investor Sticker Today!**

**Membership Brochure**



**Spearfish City Reports:**

<b>BUILDING PERMITS</b>	<b>2021</b>	<b>2020</b>	<b>YTD 2021</b>	<b>YTD 2020</b>
New Residential	4	4	4	4
New Commercial	0	1	0	1
Total Permits	35	19	35	19
Total Dollars	\$2,821,133	\$3,356,952	\$2,821,133	\$3,356,952

<b>SALES TAX</b>	<b>2021</b>	<b>2020</b>	<b>YTD 2021</b>	<b>YTD 2020</b>
2nd Penny Sales Tax	\$473,628	\$408,543	\$473,628	\$408,543
Hospitality Tax	\$56,726	\$55,451	\$56,726	\$55,451

BUILDING PERMITS AND SALES TAX ARE BASED ON THE MOST RECENT CITY OF SPEARFISH REPORT FROM JANUARY OF 2021

**SD Dept. of Labor Reports:**

**Labor Force 2020 2019**

<b>CITY OF SPEARFISH</b>		
Total Labor Force	6,299	6,214
Total Employed	6,088	6,002
Total Unemployed	211	212
% Unemployed	3.3%	3.4%

<b>LAWRENCE COUNTY</b>		
Total Labor Force	13,466	13,217
Total Employed	13,014	12,762
Total Unemployed	452	455
% Unemployed	3.4%	3.4%

<b>NORTHERN HILLS (BUTTE, LAWRENCE, MEADE, &amp; PENNINGTON COUNTIES)</b>		
Total Labor Force	86,676	89,187
Total Employed	83,752	85,961
Total Unemployed	2,924	3,226
% Unemployed	3.4%	3.7%

LABOR FORCE DATA IS BASED ON THE MOST RECENT SD DEPARTMENT OF LABOR & REGULATION REPORT FROM DECEMBER OF 2020

**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.





SPEARFISH ECONOMIC DEVELOPMENT CORPORATION

# THE MORE YOU KNOW

## Difficult Employee Conversations and How to Handle Them

ADP | February 1, 2021

Difficult conversations with employees come with the territory of being an employer. Here are some general guidelines for handling these types of conversations:

- **Be proactive.** Take steps to help prevent problems from occurring in the first place. Use an employee handbook and regular staff meetings to clearly communicate workplace rules and procedures so that employees know exactly what is expected of them.
- **Address the issue promptly.** If you have reason to believe that an employee violated company policy, immediately gather the facts, conduct a prompt investigation where necessary, and meet with the employee as soon as possible. Addressing the issue early on can prevent it from becoming worse, leading to even more difficult conversations in the future.
- **Have a private conversation with the employee.** Schedule a conversation between the employee and a manager or HR representative who has the training and experience to handle difficult conversations. When an in-person meeting isn't possible, schedule a video conversation with the employee. For disciplinary or termination meetings, consider having another manager act as a witness to the conversation.
- **Be empathetic but straightforward.** Let employees know that you understand the information you deliver may be difficult to hear, but don't dance around the issue. If an employee violated company policy, clearly tell them exactly what the problem is, what steps they must take to correct it, and the consequences of failing to do so.

- Give the employee an opportunity to speak. During the meeting, give the employee an opportunity to comment and ask questions to ensure they fully understand the issue.

[Read the Full Article](#)

## Local Development News



**Black Hills Pioneer:**  
[Sky Ridge already expanding](#)

[2nd annual Chinook Days blows into town](#)

[A brew above](#)

[Keating Resources continues to invest in the Black Hills](#)

[SEDC honors business leaders at virtual 41st annual meeting](#)

[School facilities plan moves forward with CTE center, delays West Ele. renovation](#)

**Rapid City Journal:**  
[Black Hills State University to open Women's Business Center in Sioux Falls](#)

[Sasquatch, Expedition League release 2021 schedule](#)

**Argus Leader:**  
[\\$50 million First Premier gift helps SD create needs-based scholarship program](#)

**Newscenter1:**  
[Second annual Chinook Days festival a great success](#)

**KOTA:**  
[Skyridge, a new development going up in Spearfish](#)

[Spearfish Brewing named among best in nation by US Beer Open Championship](#)

[Full ride scholarship benefits traditional and non-traditional students](#)



# Get Involved in the Community!

## BHSU Virtual Open House

Associates in Tourism & Hospitality Management

Hosted by Black Hills State University

February 9th, 11th, and 18th

[Learn More Here](#)



## Tale of Two Sweetheart Dinner & Dance

Hosted by The Barn at Aspen Acres, Besler's Cadillac Ranch & Rosemary's Kitchen

Saturday, February 13th at 5:30 PM

[Learn More Here](#)

THE BARN  
AT ASPEN ACRES

## COVID-19 Legal Updates for Employers

Presented by Lynn Jackson Attorneys

Thursday, February 18th from 9:00 to 11:00 AM

Online Event

[Learn More Here](#)

LYNN,  
JACKSON,  
& SHULTZ  
LEBRUN, P.C.

## February Lunch & Learn - Wills & Estates

Hosted by The Hook Young Professionals

February 18th at 12:00 PM

The Joy Center

[Learn More Here](#)



## Entrepreneurial Boot Camp

Hosted by SD CEO

Wednesday, February 24th from 9:00 AM to 4:00 PM

Online Event

[Learn More Here](#)

SD CEO  
Center for Enterprise Opportunity  
Women's Business Center

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



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Let's Be Friends!

