



SPEARFISH ECONOMIC DEVELOPMENT CORPORATION

BUSINESS NEWSLETTER



Volume 8, Issue 11 | November 2023

SEDC Hosts Workforce Development Summit



As part of ongoing efforts to address regional workforce issues, SEDC recently hosted a Workforce Development Summit. The event covered a wide variety of topics including digital recruitment strategies, creative onboarding techniques, cultural adaptations, employee retention, and talent attraction. Thank you to everyone who participated!

SEDC Launches 2024 Membership Investment Campaign



The 2024 SEDC Membership Investment Campaign officially launched on November 1. If you have not already, please complete and return the membership investment form at your earliest convenience. If you would prefer an invoice, please just let us know. From business recruitment and expansion to facilitating connections and readying the local workforce, SEDC plays a vital role in ensuring the long-term economic health and vitality of the Spearfish area.

None of this would be possible without the generous financial support of investors like you.

[Membership Investment Form](#)



SPEARFISH ECONOMIC DEVELOPMENT CORPORATION

**BUSINESS
SPOTLIGHT** 

Johner Paving & Asphalt

David and Spencer Rossi

3250 1st Ave Spearfish, SD

Est. 2023

605-269-1600

Facebook: [Johner Paving & Asphalt](#)



What is your background/How did you get involved in this business?

Combining entrepreneurial spirits, along with backgrounds in construction and project management, David Rossi and the Johner Family partnered to bring Johner Paving & Asphalt to Spearfish. They met while Rossi was putting in the Top Shelf Development in Spearfish, as Johner & Sons did the dirt work on site. Together they recognized a need for asphalt and paving in the area to service future developments, municipality needs, commercial expansions and residents.

What inspired the start of your business?

In 2021 we purchased 18+ acres of land in the Spearfish Industrial Park off of First Street. After an exhaustive, nationwide search we found the perfect plant in Kentucky. It had all the potential and capabilities we hoped to bring to spearfish. In two weeks seven of us had it dismantled and trucked home to be cleaned, painted, reconstructed and upgraded!

What does a typical day at your business look like?

Paving is for early risers as the asphalt plant production process starts around 5am in the summer season and ends around dinner time but, we try to leave weekend time for family and fun! The winter schedule is less rigorous, which is great for winter enthusiasts, or snowbirds, and in turn hours run longer when we can pave/produce!

What is one thing people may not know about your business?

Many don't know that our plant operator, Josh Kirchner was a middle school and high school

What makes your business unique?

We are willing to train, seeking a mindset that develops a skill set. Our success is not just the owners, and it is not just the employees but rather the synchronicity of both!

What opportunities do you see for your business's future?

One of the biggest complaints surrounding technology is change and the fear associated with switching up a process that seems to work fine. We are not burdened with decades of experience doing things a certain way and we embrace, invite and invest in technology, which is a huge opportunity. Our control house is state of the art and fully automated, not to mention that we can produce and store multiple types of asphalt mix each day so as to efficiently and effectively serve the varied needs of our customers.

What is your business's motto/slogan?

Paving driveways to highways and the things in between!

How does your business give back to the Spearfish Community?

We believe that giving back in the community and to others is an integral part to the circle of life and business, whether that be in the form of time, money or both!

Is there anything else about you or your business that you would like to share?

2023 was our first operational season both producing asphalt and paving for customers.

Science teacher before joining Johner Paving & Asphalt. How cool is that! This fact exemplifies two things; being open to opportunities with a conviction to learn the unknown and to train and connect with those who can take your career down so many paths you never considered, and that Johner Paving believes in the abilities of its employees.

What is one of the biggest challenges your business has faced?

Obviously, there is a huge learning curve to starting a new business, especially in an industry subset where you personally have not worked before. But that doesn't mean it can't be done! The challenges we face exist on a pendulum, and regularly feel out of our control. For one day it is a mechanical issue such as the burner won't ignite, and the next day it can be a family emergency for someone and the following day it rains. As business owners, we all face the highs and lows of challenges, but it is the desire to offer a quality service to help a customer complete a project on time and on budget and the act of working together as a community to support an end goal that makes working through the challenges worthwhile.

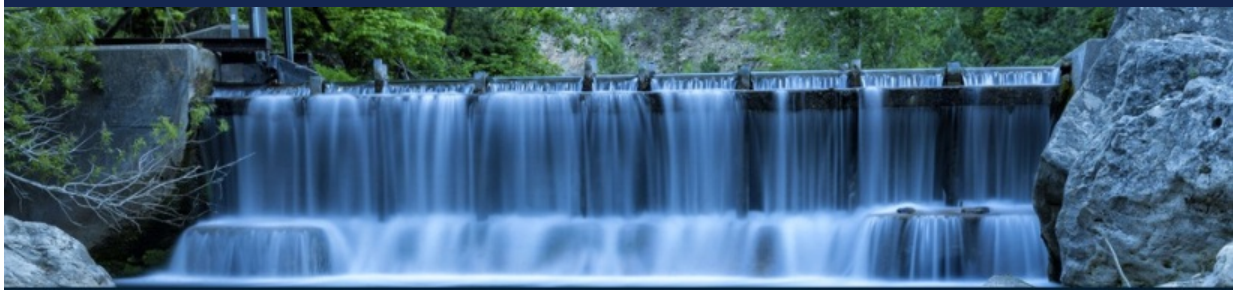
With our eyes on expansion, we anticipate a staff of 20 along with subcontractors for the 2024 paving season.

What is one of your business's successes to date?

We are thankful for the developers, municipalities and generals who have given us an opportunity to show what we can do. We consider paving Spearfish Mountain, Deer Mountain Village Road, Miller Ranch Road and roads in Skyridge to be great successes of our first year in business. We are additionally thankful to the local municipalities who have worked with us to accomplish their paving needs/goals.



**If you are interested in being featured as SEDC's business spotlight, please email office@spearfishdevelopment.com for more information.*



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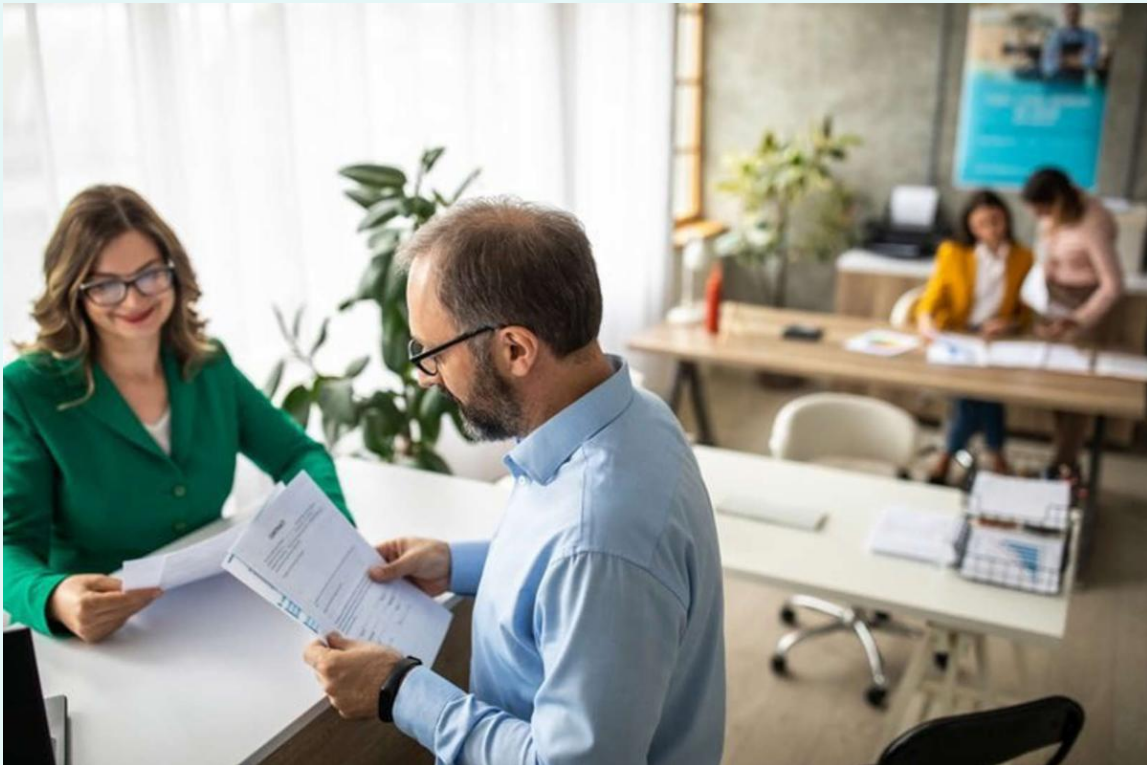
THE MORE YOU KNOW

5 Things Small Business Owners Should Do Before the End of the Year

MSN | Natsasha Gabrielle

Running a small business takes a lot of effort, but being a small business owner can be rewarding. As we get closer to the year's end, now is an excellent time to consider what you can do to set your small business up for success in the new year.

You can feel more confident about the upcoming year by doing some extra planning before Jan. 1. Ready to prepare for the year ahead? Below are a few things small business owners should do before the end of the year.



1. Get your financial matters organized

As a small business owner, keeping your financial matters organized throughout the year is recommended. If you do this, it will be easier to make financial decisions quickly because you'll have the data you need to make an informed choice. But another reason to do this is to save time and minimize stress during the upcoming tax season.

As we approach Dec. 31, now is an ideal time to get your finances in order. Review documents like your

bank statements, business credit card statements, payroll reports, and balance sheet, and make sure you know where everything is. If you struggle with keeping your business finances organized, small business accounting software can be helpful.

2. Make necessary end-of-year business purchases

Now is an excellent time to consider what purchases, like additional software or technology, could benefit your company in the upcoming year. If you intend to make business purchases soon, you may want to do so before the tax year ends.

Buying necessary items before the end of 2023 could allow you to get a tax deduction on qualified business expenses when you prepare and file your 2023 taxes next spring. Don't forget to keep track of your business expenses so you don't miss out on valuable small business tax deductions.

3. Talk with your accountant

The end of the year is an excellent time to chat with your accountant. You can get a head start on the upcoming tax season and discuss your year-end financial goals. Your accountant can also advise you of potential end-of-year tax planning strategies to reduce your tax liability for the tax year. Get an appointment in their calendar before the busy holiday season sets in.

4. Set new financial goals

Whether you own a business or not, setting goals for the new year is not unusual. It's not too early to begin thinking about what financial goals you want to set for your business in 2024. By outlining your goals now, you'll have more time to develop a plan to make your goals happen. Plus, it can motivate you to start the new year strong. Whether you want to increase your customer base or reach a new revenue goal, it's possible, and having a plan can be helpful.

5. Prepare for your hiring and outsourcing needs

If you've considered hiring additional staff or outsourcing some of your everyday tasks, now is the time to prepare for those costs. Hiring extra help could allow you to reach your business goals sooner. But preparing for additional business expenses before the new year begins is essential. This will give you time to rework your budget and ensure you have enough cash in your business checking account to afford any additional upcoming expenses.

BY THE NUMBERS

SD DEPT. OF LABOR REPORTS:

SPEARFISH CITY REPORTS:

BUILDING PERMITS	2023	2022	YTD 2023	YTD 2022
New Residential	11	10	75	110
New Commercial	0	2	12	15
Total Permits	24	31	283	358
Total Dollars	\$9,359,619	\$5,236,485	\$86,645,046	\$89,449,751

SALES TAX	2023	2022	YTD 2023	YTD 2022
2nd Cent Sales Tax	\$491,626	\$551,072	\$5,040,929	\$4,896,514
Hospitality Tax	\$74,714	\$87,429	\$761,711	\$755,193

BUILDING PERMITS AND SALES TAX ARE BASED ON THE MOST RECENT CITY OF SPERFISH REPORTS FROM OCTOBER 2023

Labor Force 2023 2022

CITY OF SPEARFISH

Total Labor force	6,877	6,791
Total Employed	6,747	6,626
Total Unemployed	130	165
% Unemployed	1.9%	2.4%

LAWRENCE COUNTY

Total Labor force	14,666	14,489
Total Employed	14,414	14,170
Total Unemployed	252	328
% Unemployed	1.7%	2.3%

NORTHERN HILLS

(BUTTE, LAWRENCE, MEADE, & PENNINGTON COUNTIES)

Total Labor force	96,442	97,553
Total Employed	94,727	95,301
Total Unemployed	1,715	2,261
% Unemployed	1.8%	2.3%

LABOR FORCE DATA IS BASED ON THE MOST RECENT SD DEPARTMENT OF LABOR & REGULATION REPORT FROM SEPTEMBER 2023



Legislative News Updates

[Thune Bill Would Recognize Environmental Benefit of Biofuels, Promote Efficient Farming](#)

[Area High School Students Attend Rep. Johnson 'Level Up Youth Conference'](#)

[Rounds Delivers Opening Remarks at Banking Hearing, Presses Nominees on Protecting American Families and Businesses](#)

[Buckle Down and Budget: Looking Forward to Legislative Session](#)



Local Development News

[Spearfish's Vision for the Next Decade](#)

[LZ Leads The Race To Directly Detect Dark Matter](#)

[South Dakota Building More Apartments Than Houses: See Where The State Ranks Nationally](#)

[SD CEO West Holds Women's Business Summit](#)

[Rapid City Affordable Housing Summit Addresses Strategic Plans For The Future](#)

[Millstone Restaurant - Spearfish Celebrates 50 Years Of Serving Homestyle Goodness](#)

[SURF To Lead Next Generation Of Geothermal Energy Research](#)

[The Power Of Smoothies: Veteran Uses Business To Encourage Reading](#)



Get Involved In The Community!

Hatchery Holidays

November 30 - December 3

10 AM - 4 PM

D.C. Booth National Historic Fish

Hatchery

[Learn More Here](#)

Winter Wonderland

December 1-2; 8-9; 15-16; 22-23

5PM - 8 PM

Spearfish Campground

[Learn More Here](#)

Share The News!

Keep your employees informed on local business happenings by sharing this email and/or previous newsletters with them!

[SEDC Newsletter Archives](#)



SPEARFISH

Economic Development Corporation

growing business by nature

Become an SEDC Member Today!

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