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## **Key Takeaways** from the **February 28, 2025** and the **March 14, 2025** Economic Development Merger Committee meetings

### **Subcommittee Updates**

#### **Communications Subcommittee**

The Communications Subcommittee has completed all director and staff interviews and gleaned helpful information through the process. The subcommittee has also populated the **[www.growtogetherbrookings.com](http://www.growtogetherbrookings.com)** website and will continue to update documents and pages on the site.

#### **Organizational and Board Structure Subcommittee**

The Organizational and Board Structure Subcommittee is completing peer community interviews in early March. Communities already interviewed include Ames, Laramie, Mankato, Rapid City, and Yankton. One community remaining on the current list is Burlington, Iowa.

#### **Finance and Budget Subcommittee**

Members of the Finance and Budget Subcommittee are cross-walking existing organization budgets and considering budget needs for the future organization.

### **Forums for Staff and Boards/Stakeholders Scheduled**

The merger committee has scheduled in-person forums for both staff and boards/stakeholders for late March. The committee is currently planning the content and format of each forum and had a good discussion during the meeting.

The forums will be designed to share a draft version of the implementation plan and gather feedback on relevant topics. Both forums have been intentionally scheduled to occur prior to a public presentation to the Brookings City Council in April.


#### **All-Staff Forum**

Thursday, March 20, 2025 from 9:00am to 11:00am  
South Dakota Children's Museum

#### **Board Members and Key Stakeholder Forum**

Thursday, March 27, 2025 from 4:00pm to 6:00pm  
Location to be determined

More information related to the forums will be forthcoming. These dates were shared with the directors of each organization via email on Monday, February 25, 2025.



*The takeaways identified in this document were reviewed by the committee at the close of both meetings. This document is designed for public consumption and can be shared.*

## **Vision Brookings Letter Received**

The Vision Brookings board submitted a letter to the merger committee. The letter, which was shared with the full committee at the March 14th meeting and uploaded to the website, highlighted the joint venture agreement among Vision Brookings, the Brookings Area Chamber of Commerce, and the Brookings Economic Development Corporation.

Vision Brookings intends to retain the same level of administrative and management support the entity currently receives from BEDC. The letter also affirmed the board's commitment to exploring opportunities for continued partnership with the newly merged organization.

## **Draft Organizational Structures Considered**

At the February 28th meeting, the committee reviewed a high-level draft organizational structure. The review gave the committee an opportunity to consider what was possible in the structure of a merged organization. The structure included a variety of shared services designed to meet the mission of a dynamic and diverse entity.

During the March 14th meeting, the committee compared and contrasted two draft organizational structures, including the version reviewed during the previous meeting. Some elements that were universally identified as important components of a future structure included:

- Central Board of Directors
- President/CEO reporting to the Board of Directors
- Retention of the core missions of each of the existing organizations
- Shared services supporting the entire organization (i.e. HR, finance, marketing, sales)

A draft version of the organizational structure will be shared at the staff forum on **Thursday, March 20, 2025**.

## **Next Meeting**

The next meeting is scheduled for **Friday, March 21, 2025 at 7:30am**. Discussion topics will include a debrief on the staff forum, the draft implementation plan, and preparation for the board member forum.

### **February 28th Meeting Attendance**

Committee members in attendance at this meeting were Wayne Avery, Angela Boersma, Tom Fishback, Andi Fouberg, Paul Gilk, Marcus Heemstra, Jamison Lamp, Jacob Meshke, Daniel Scholl, Laci Thompson, Holly Tilton Byrne, Mike Turnwall, and Nick Wendell.

### **March 14th Meeting Attendance**

Committee members in attendance at this meeting were Wayne Avery, Andi Fouberg, Paul Gilk, Jamison Lamp, Michael Schulte, Daniel Scholl, Mike Turnwall, and Nick Wendell.

### **Questions or Comments?**

If you have any **questions or comments**, please reach out to committee co-chairs, **Nick** (wendellnick@gmail.com, 605-830-5446) or **Tom** (tom.fishback@bankeasy.com, 605-695-2585).