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## **Key Takeaways from the March 21, 2025** Economic Development Merger Committee meeting

**Next Meeting**  
Friday, March 28  
7:30am to 9:00am

### **Staff Forum Feedback**

The merger committee hosted an All-Staff Forum on **Thursday, March 20, 2025** from **9:00am to 11:00am** at the South Dakota Children's Museum. The event gave the committee an opportunity to share draft versions of the organizational structure and implementation plan and to gather feedback from staff.

Much of the focus was on components of the organizational structure, as the staff broke into smaller groups to discuss various elements. Each of the small group discussions was facilitated by two members of the merger committee.

The facilitators documented both opportunities and questions/concerns shared in the small groups and summarized the feedback (both in writing and verbally) for the full merger committee during the Friday morning meeting.

The committee intends to spend more time with the feedback provided by staff and implement common themes into the documents moving forward. Not all of that work will be done prior to the board and stakeholder forum.

**Members of the merger committee deeply appreciate the level of energy and engagement staff brought to the discussion.**

### **Board Member Forum Scheduled for March 27th**

A forum for board members and key stakeholders is scheduled for **Thursday, March 27, 2025** from **4:00pm to 6:00pm**.

Much of the same content will be shared during the second forum and a similar format will be used to drive discussion and gather feedback from attendees. There will likely be additional breakout groups and topics added to the rotation. Staff are encouraged to attend.

### **Additional Work Groups Identified**

As the work of the merger committee matures, additional subgroups to make progress on specific topics have been identified. Some of those topics/subgroups include:

- Board of Directors and Advisory Councils (selection process, purpose, etc.)
- Bylaws, Policies, and Procedures
- Staff Compensation, Leave, Benefits Packages

The groups will be meeting to understand current state, consider feedback, and develop recommendations to bring back to the full committee.

### **Meeting Attendance**

Committee members in attendance at this meeting were Wayne Avery, Angela Boersma, Tom Fishback, Andi Fouberg, Paul Gilk, Marcus Heemstra, Shawn Hostler, Jamison Lamp, Jacob Meshke, Michael Schulte, Laci Thompson, Holly Tilton Byrne, 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).