

Buffalo Bytes



Minutes, Not Miles, From Adventure

*** when viewing on a mobile device- please scroll down and click on "view entire message" to view Buffalo Bytes in correct formatting***

CUSTER CONNECTIONS

Are You Ready for an Intern? 5 Things to Consider Before You Hire One

It's that time of year when businesses start thinking about summer help. Could you use an intern this summer? Here are several things you need to consider before bringing on your first intern.

5 Things You Need to Know About Hiring an Intern for Your Business

1. **Times have changed.** If you were an intern before 2000, you may remember interning as something akin to being a pledge in a fraternity. You did the grunt work for little recognition and no pay. Times have changed. Interns want valuable experience these days, not a summer of making copies. They also expect to be paid, and maybe not even minimum wage. Check with the employment laws in your state or ask anyone from [Conde Nast what they learned](#) about unpaid interns.
2. **Interns bring things other employees don't.** Interns can be amazing company cheerleaders, have a vast following on social media, and bring a new perspective. This last consideration can be incredibly valuable if you are courting their demographic.
3. **Interns come with a cost.** In addition to paying them, you are expected to train them or at least communicate

your needs on the projects you're assigning them to. That means someone in your business will lose productivity time while they train the intern(s)...at least initially. Your intern may also not have the long-term success of the company in mind, especially if they're "only" summer help. That's why it's important to make them feel part of the bigger picture and outcome to get their best work.

4. **Intern programs should have a goal.** If you're going to hire an intern, don't do so simply because you need an extra set of hands to cover summer vacations. Have a direct goal in mind for them. Do you have a special project or research? Can they run point on something you don't have the bandwidth to do? Know what it is you want and how you will measure success.

5. **You need a plan.** In addition to a goal, you'll want a plan. Determine the following:

- How long will the internship be?
- How many interns do you need?
- How much will you pay them, and will you work with their college or high school to provide credit or hours toward a desired program?
- How will you recruit?
- Will the program be for internal candidates only (like children and friends or family of employees) or open to the public?
- What requirements are important in the role and what tasks will they be responsible for?
- Does your state have a program that matches interns in a specified field with qualified companies? If so, some of the planning may already be completed for you.
- Who is your ideal candidate? What skills should they have? How will you evaluate them during the program?
- What's the screening process? Who will review the applications and who will notify the applicants?
- Is there the possibility for the summer internship to become something more?
- Who will oversee the training and evaluation once the intern is in place? You'll want to provide consistent, effective feedback so interns will gain valuable work experience. You may also need to provide constructive criticism and chart a path for growth when they do not meet your expectations.
- Have you reviewed the labor laws of your state regarding interns?
- How will you address professional development? Remember interns are with you to learn. If you can help them grow into a valuable employee, you are contributing to the future workforce even if they don't become a star for you. Your guidance could shape them through their future career.

Christina Metcalf is a writer/ghostwriter who believes in the power of story. She works with small businesses, chambers of commerce, and business professionals who want to make an impression and grow a loyal customer/member base. She loves road trips, hates exclamation points, and believes the world would be a better place if we all had our own theme song that played when we entered the room. What would yours be?

Twitter: @christinagsmith

Facebook: @tellyourstorygetemtalking

LinkedIn: @christinagsmith



Dawn Murray
Executive Director

IMPORTANT ANNOUNCEMENTS

Chamber Staff

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dmurray@custersd.com

Jamie Dean
Administrative Assistant
jdean@custersd.com

Fred Baumann
Information Associate
fbauermann@custersd.com

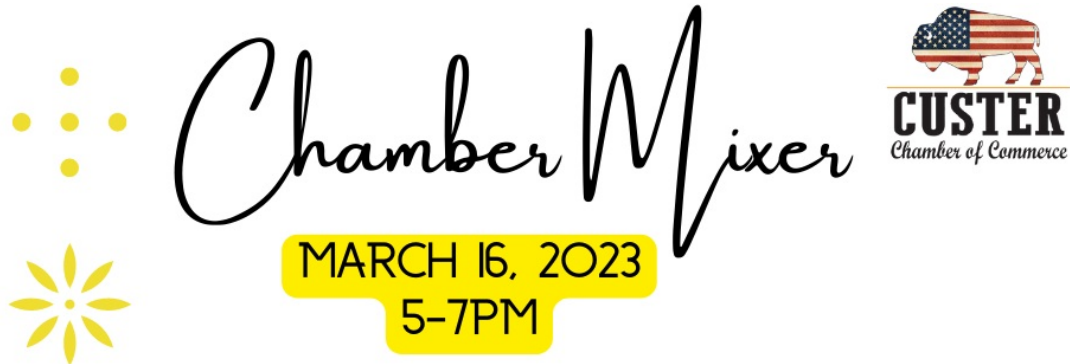
Amy Brazell
Information Associate
abrazell@custersd.com

Pat Hattervig
Information Associate
phattervig@custersd.com

2023 Board Of Directors

Amy Bailey - President
John Stahl - Vice President
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Leah Noem- BID Board Liaison



HOSTED BY LEWIS REALTY

14 MT RUSHMORE RD.

MIXERS ARE A GREAT WAY TO MEET, MIX AND MINGLE.
PLEASE BRING A FRIEND AND ENJOY SOME
REFRESHMENTS.



To have things added to Buffalo Bytes, please send to Amy: abrazell@custersd.com. Items need to be received by Wednesdays at noon in order to be added to weekly Buffalo Bytes. Thank you!

March 16

Chamber Mixer at Lewis Realty
5pm-7pm

March 21

Gold Discovery Days meeting
at Custer Beacon
5:15pm

April 10

Chamber Office closed for Easter

April 13

Chamber's Annual Spring Fling
Custer Beacon
5:30pm-8pm

April 20

Chamber Mixer at English Touch Day Spa
5pm-7pm



CHAMBER HAPPENINGS





2023 Chamber's Annual Spring Fling

Thursday, April 13
located at Custer Beacon

5:30pm Social Hour


6:30pm Heavy Hors D'oevres

\$35 per person



please RSVP to Dawn by April 3rd
dmurray@custersd.com or 673-2244

Cancellations after April 4 will be billed



Visit our website



2023 Spring Fling

Sponsors Needed

Sponsoring this event is an opportunity to showcase your business and show your community support.

Your sponsorship will be announced during the banquet and printed on all published materials.




Gold Sponsor~ \$300 *includes 3 free meals*

Silver Sponsor~ \$200 *includes 2 free meals*

Bronze Sponsor~ \$100 *includes 1 free meal*

If you are interested in being a sponsor,
contact Dawn at dmurray@custersd.com
or 673-2244





The Custer Chamber will be hosting the 6th Annual Sound of Silence Tesla Rally, May 10

The Custer Chamber will be hosting the 9th Annual Sound of Silence Tesla Rally, May 19-21. We are anticipating 75-100 drivers in attendance along with their passengers. We already have over 30 participants registered for the event and it's still three months away.

This is an event that brings many people to town at a typically slower time of year, and it's a great opportunity to bring attention to your business. When the registrants check-in for the event, each attendee is given a swag bag that includes information about the event and free stuff from local businesses.

If you would like to include some "swag" please contact Dawn at dmurray@custersd.com.

SOME swag ideas include:

- Hand sanitizer (*super popular right now!*)
- Coupons/Gift Cards to your business

You could also offer a discount if they show their Tesla Rally name badge -include info about this in the swag bag

- Snacks with your information attached
- Sample of your product
- Reusable water bottles
- Branded notebooks/notepads

Keep in mind that each driver is also given \$10 in Custer Cash and they're looking for a place to spend it – give them a reason to spend it at YOUR business!

MEMBER SPOTLIGHT

MEMBER SPOTLIGHT

**LET US SPOTLIGHT YOUR
BUSINESS! PLEASE SEND A FEW
WORDS AND PICTURES TO BE
FEATURED IN BUFFALO BYTES
AND ON SOCIAL MEDIA.**



To have your business featured in our Member Spotlight, please contact Amy Brazell at abrazell@custersd.com



Welcome

New Members

Jon Gindhart, DC, PC
Life Weavings Expressions

Garcia Family Clinic-Bella Rejuvenation
US Flag Pole Guy

AREA EVENTS



FEELING GREAT NEVER GETS OLD

Senior Dollar Days
CUSTER YMCA



As South Dakota's population ages, researchers project that 27% of residents will be above the age of 60 by 2030. This group of maturing South Dakotans will require good nutrition, physical activity and social interaction, all for a better us.

As the leading voice on improving overall health, the Y accepts the responsibility to find ways to serve our aging population, not only for individual health and well-being, but for overall community health. The YMCA of Custer encourages all adults 50 years and older to develop behaviors that are crucial to healthy aging, including healthy eating, physical activity and social interaction.

WHEN: THURSDAYS
LOCATION: CUSTER YMCA
605-673-5134

TIME: 7:00 am - 3:00 pm
644 CROOK ST
www.rcymca.org

FEE: \$1
CUSTER SD 57730

AE GALLERY RE-OPENS FOR THE 2023 YEAR

MARCH 16TH, 2023




SATURDAY, MARCH 18TH, 10AM-5PM

**7 NEW ARTISTS
TONS OF NEW ART**



***Art Expressions
Gallery and Gifts***

17 North 5th Street • Custer • South Dakota • 57730 • 605-673-3467

 Find us on Facebook at Art Expressions Gallery of Custer

 Cinnamon Rolls are
back at the Custer
Senior Center!!!!!! 



\$3 CARAMEL • \$3 FROSTED • \$2 PLAIN

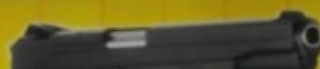
Every Friday

MARCH 3rd, 10th, 17th, 24th & 31st

538 Mt. Rushmore Rd., Custer

9AM UNTIL THEY'RE GONE!

Call and reserve your fresh baked rolls!!
605/673-2708



Southern Hills Tactical LLC



South Dakota Enhanced Conceal Carry Class

This is a One Day Class

Saturday March 18th 2023 9:00am to 4:30pm

The Enhanced Permit allows you carry in 38 states including
MN, NE, WI, NV, NH, WA, and SC

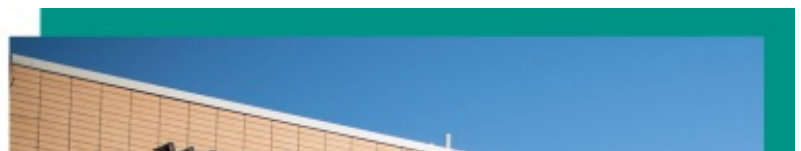
Class size is limited so register early.

For additional information or to register for the class you may
contact the instructor at www.sodakian.com.

Contact us at 605-673-3222 or by e-mail at
southernhillstactical@gwtc.net



WESTERN
DAKOTA



2023

REGIONAL LEADERS BREAKFAST

WESTERN DAKOTA TECHNICAL COLLEGE is an integral member of the Black Hills community. As the only technical college in Western South Dakota, we know we serve more than just Rapid City. With satellite campuses being expanded into multiple West River locations, we would like to share our vision for the future with our local leaders, learn more about the changing needs of local industries, and better understand how we can work together, to build the workforce of tomorrow.

Questions? Contact Nora Leinen, WDT Foundation Director at Nora.Leinen@wdt.edu or (605) 718-2436



Tuesday, March 21



8:00 a.m. - 9:30 a.m.



Pine Room | Custer County Public Library
447 Crook St., Custer, SD 57730

Event is **FREE** to invitees.

Please RSVP to Nora.Leinen@wdt.edu



South Dakota Enhanced Conceal Carry Class

This is a One Day Class

Saturday March 25th 2023 9:00am to 4:30pm

The Enhanced Permit allows you carry in 38 states including MN, NE, WI, NV, NH, WA, and SC

Class size is limited so register early.

For additional information or to register for the class you can e-mail the instructor at echo.ft.sd@gmail.com. Call the shop at 605-673-3222 or e mail us southernhillstactical@gwtc.net

The Great Custer

The Great Custer Easter Egg Hunt



Organized by:  **Custer
State Farm®**

**Friday, March 31st
4PM-6PM**

Join Custer State Farm starting at 4PM at their office at 302 Mt. Rushmore Road. Children will receive an Easter Basket (Compliments of Custer State Farm) and a map to local businesses participating in the Great Easter Egg Hunt.

Then follow the map around town and visit local businesses to get your child's basket filled with Easter goodies!

If you would like your business to participate email Caitlin at Caitlin@protectcuster.com



BUNNY BINGO



SUNDAY
APRIL 2
2:00–5:00pm

VFW

**ANYONE CAN PLAY—
ALL AGES WELCOME!**

VFW AUXILIARY BENEFIT



AN EGG-CITING EASTER EGG-STRAVAGANZA

**CUSTER YMCA
THE CUSTER VFW AUXILIARY
SOUTHERN HILLS TITLE COMPANY
JBJ ENTERPRISES**

Hop on over to Harbach Park across from the Custer Chamber of Commerce. Bring your baskets and be ready to collect eggs stuffed with special treats courtesy of the Custer VFW Auxiliary, Southern Hills Title Company & JBJ Enterprises. This event is free for all children ages 0 to 8 years old. No registration is required.

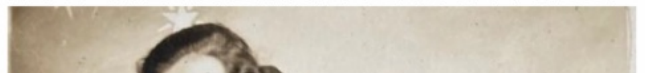
DATE: SATURDAY, APRIL 8, 2023
TIME: 9:00 AM
FEE: FREE
AGES: INFANT – 3RD GRADE
LOCATION: HARBACH PARK
(Across from The Custer Chamber of Commerce)
Washington Street
Mickelson Trail
Custer, SD 57730
605.673.5134
<http://www.rcymca.org>



111237 04/12

ZONTA WOMEN'S ART, MUSIC & FILM FESTIVAL

LUNAFEST Custer 2023



Short Films by and about Women

2:30pm and 8:30pm

June 3, 2023 Custer Beacon

Hosted by the Zonta Club of the Southern Black Hills
**BENEFITING REGIONAL PROJECTS THAT
SUPPORT WOMEN & GIRLS**

Artists & Artisans 2-6pm

Musicians 4pm - 8pm

**Tickets for the
LUNAFEST
available
on-line.**



SCAN ME



ANNOUNCEMENTS



Black Hills Playhouse

The Black Hills Playhouse is gearing up for its 77th Season and Buffalo Passes are on sale now!

This flexible, discounted, 4-ticket package can be used any way you like for any regular season show during our 2023 season.

Visit blackhillsplayhouse.com to browse our stellar summer lineup, and buy your passes today at https://app.arts-people.com/index.php?buy_pass=bhp

Trail Lighting within Custer City Limits?

The public is invited to complete a survey by March 31.

Mickelson Trail within Custer City limits. This includes:

Mickelson Trail from 2nd St to the football field, 1.3 miles

Custer State Park Spur from ramp on Washington St to Sidney Park Rd, .7 mile

Safe Route to Schools from ramp on 11th St to Bluebell Lane schools' campus, .5 mile

Such a major effort requires community support and input. For that purpose, we are asking the public to complete a short survey at <https://www.surveymonkey.com/r/FJT2KQ6>

-OR- scan this QR Code



The Recreation/Wellness Committee (RWC), part of the Custer Area Economic Development Corp. (CAEDC), welcomes questions about this project and their research to date. Members are available to speak to local organizations.

Questions can be emailed to Colleen Hennessy at chennefrank@aol.com.

More information and survey link available at:

[Recreation & Wellness | Custer Area Economic Development Corporation \(custerdevelopment.com\)](#)

[Parks, Recreation & Forestry - Custer City \(govoffice.com\)](#)

Facebook : CAEDC and Custer SD Healthy Hometown

Custer Chronicle



[Link to Survey](https://www.surveymonkey.com/r/FJT2KQ6)

OPEN BLUEGRASS JAM



WEDNESDAYS

6:30pm

**all acoustic
instruments
welcome!**



Food prices
getting you

Custer's
Recreation/Wellness

--

frustrated???

team is offering gardening spots for YOU this spring!

The Community School Garden will be open for gardening late MAY!!



Currently available at the school campus on Sidney Park (near the ball field)

- 16 - 4 x 12 beds
(made by our Industrial Arts teams)
- 5 - ADA – wheelchair accessible beds (no bending!)



- Water provided and some tools and compost will be available!
- Users will be asked to complete a user agreement form and submit an annual \$30.00 fee. (Scholarships available)

Questions?
Want to secure a
garden bed?

Colleen Hennessy

chennefrank@aol.com

605-673-2073



711 N. Creek Drive
Rapid City, SD 57703
bh.agnr.alliance@gmail.com



Email Subscription Form

[Click Here For More Information](#)

SAVE THE

DATES

DATE

Family Hike for Health

Saturday, May 6th

South Dakota Outdoor Shop

JOIN US FOR A FAMILY FRIENDLY EVENT
THAT WILL INCLUDE A SELF-LEAD HIKE
AND A CHANCE TO WIN ONE OF OVER
40 PRIZES.

Presented by:



*Custer
State Farm*



Every month, **83%*** of South Dakota adults –

read the local newspaper in print or online.

Connect to the 83.

SOUTHERN
HILLS
PUBLISHING

DIGITAL - PRINT - SOCIAL MEDIA

SIGN UP FOR SHP's WEEKLY NEWSLETTER
TO LEARN HOW

www.myblackhillscountry.com

*The South Dakota Newspaper Association commissioned Coda Ventures, an independent research and consulting firm, to conduct a survey among South Dakota adults in 2021. The survey included responses from 446 completed interviews.



SCAN
QR
w/ MOBILE



Custer  Hill City
605 IMPACT
COMMUNITY ACTION



Opportunity for Non-Profits to gain volunteers!

This fall a program was made by my fellow graduates of the IMPACT Leadership Development Program, hosted by Custer Area Economic Development Corporation and Hill Custer Economic Development Corporation.

605 IMPACT Community Action was launched as the class project in hopes to better serve our communities.

We will provide you with our Volunteer Roster and help facilitate as many of our volunteers as possible for your event(s).

There is no cost or obligation, as we are acting as a subcommittee to Custer Area EDC and Hill City EDC, to help spread the word of 605 IMPACT.

We are grateful to help our communities with this program!

What we would need from you:

- ~ A list of your events
- ~ The number of volunteers that are needed for each event
- ~ A summary of the duties to be performed at each event
- ~ Contact information of event organizer(s)

Please send your information to the email or address below:

Hill City 605 IMPACT Chair Contact:

Angela Crisman

hillcityedc@gmail.com

P.O. Box 1143, Hill City, SD 57745

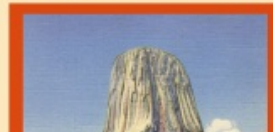
Custer 605 IMPACT Chair Contact:

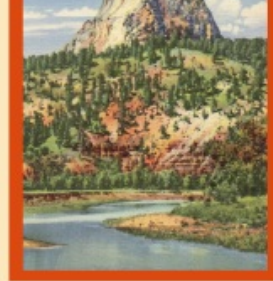
Aleah Witt

aleahwitt@yahoo.com

P.O. Box 128, Custer, SD 57730

ART EXPRESSIONS GALLERY OF CUSTER





"Next Time Let's Travel First Class, Alright"

Del in Planes, Trains and Automobiles

8TH ANNUAL

SMALL PIECES

ART SHOW 2023

MAY 20TH THRU JUNE 17TH

YOUTH, TEEN AND ADULT CATEGORIES • ENTRY DETAILS ON ART
EXPRESSIONS FACEBOOK PAGE OR AT THE GALLERY • VOTE FOR PEOPLE'S
CHOICE • CLOSING RECEPTION ON SATURDAY, JUNE 17TH 4-7 PM



Art Expressions Gallery and Gifts of Custer
17 North 5th Street, Custer, SD, PO Box 3024

Small Pieces Art Show Registration Form





Custer County Courthouse Art Gallery

420 Mount Rushmore Road, second floor
Custer, South Dakota

Showcasing the artwork of
Lynn Marcy
Now through March 31, 2023

Endorsed by Custer Area Arts Council



NEWS FROM THE STATE

South Dakota

Travel South Dakota
March 2023
SDVisit.com





YOU'RE INVITED

Travel South Dakota will wrap up its 2023 spring webinar series with two webinars in March. First, join us Tuesday, March 21, 2023, at 10 a.m. CT/9 a.m. MT for a webinar featuring Travel South Dakota's Global Marketing & Brand Strategy Director, Mike Gussiaas. Mike will discuss the state's 2023 marketing efforts, including the advanced findings and consumer insights that inform this year's marketing efforts. Then, join us Tuesday, March 28, 2023, at 10 a.m. CT/9 a.m. MT for the "South Dakota Resident Sentiment" webinar featuring Amir Eylon, president & CEO of Longwoods International. Amir will share the highlights and insights from the very first resident sentiment study completed on behalf of Travel South Dakota.

What: Travel South Dakota 2023 Marketing Plans

Date and Time: Tuesday, March 21, 2023 @ 10 a.m. CT/9 a.m. MT

Presented By: Mike Gussiaas

Cost: Free!

Mike will discuss:

- In-depth looks at the state's 2023 marketing efforts
- Consumer insights and advanced data efforts that drive the department's strategy
- The opportunities available to tie into the department's marketing efforts

[REGISTER NOW »](#)

What: South Dakota Resident Sentiment

Date and Time: Tuesday, March 28, 2023 @ 10 a.m. CT/9 a.m. MT

Presented By: Amir Eylon

Cost: Free!

Amir will discuss:

- Why Resident Sentiment Matters
- What do the residents of South Dakota think about Tourism in their state on a range of issues from tourism promotion, economic development, sustainability, workforce, etc.
- How does South Dakota compare to the national norms when it comes to Resident Sentiment

[REGISTER NOW »](#)

These webinars will be hosted by Travel South Dakota via Zoom. Contact Industry Training & Legislative Relations

Manager, Bailey Carlsen, with any questions.

How to Connect

These webinars will be available via Zoom. For most participants, joining each webinar will be as simple as clicking the link provided in the confirmation email. If you are uncertain if you can connect, you can read about the system requirements on the Zoom website.

Once you call into the session, please turn your phone to mute during the webinar. Participants will be able to submit questions by typing them into the messaging functionality during the webinar. There will also be time for Q&A at the end of the session. If you only want to listen and/or run into any problems with logging on to Zoom, phone-only access is an option.

These webinars will be recorded. Links to the recordings will be sent to participants following the presentations and will be available on SDVisit.com.

Watch your email and [SDVisit.com](https://sdvisit.com) for more webinars coming in fall 2023.

PRESS RELEASES



Custer Senior Center

March Schedule

[Click here to Check out the Custer School District Calendar for upcoming school events!](#)





WEEKLY INSPIRATION

Don't compare your life
to others. There's no
comparison between the
sun and the moon. They
shine when it's
their time.



HELP WANTED

Summer 2023?

We have the following temporary positions available:

Vegetation Technician

\$18.06 per hour

Coordinate a small crew to treat invasive plants

Contact Mike Wiles if interested at mike_wiles@nps.gov
or 605-673-8308

Maintenance Laborers

\$18.33 to \$21.38 per hour

Conduct a variety of duties related to facilities
maintenance

Contact Kevin Gill if interested at kevin_gill@nps.gov
or 605-673-8306

Park Guides

\$16.14 per hour

Lead cave tours and staff the information desk

Contact Aimee Murillo if interested at
aimee_murillo@nps.gov
or 605-673-8330

Apply by March 24th. Be sure to have your resume ready
and do know all applicants need to pass a background
check.



DISH WASHER

LINE COOKS SERVERS

Looking for a spring/summer
Job? Come join our team!



Please apply in house: 308 Mt. Rushmore RD
Custer

Or By Phone: 605-981-9047

Requirements: Must have a Positive Attitude!

VACANCY ANNOUNCEMENT

PAID ON-THE-JOB EXPERIENCE OPPORTUNITY

WHERE: CUSTER SENIOR CENTER

TITLE: CLERK

SCHEDULE: PART TIME

VACANCY ANNOUNCEMENT

PAID ON-THE-JOB EXPERIENCE OPPORTUNITY

WHERE: CUSTER SENIOR CENTER

TITLE: CUSTODIAN

SCHEDULE: PART TIME

PAY - \$10.80 PER HOUR

THIS POSITION IS PART OF THE SENIOR COMMUNITY SERVICES PROGRAM (SCSEP)

SCSEP is an on-the-job experience and employment program designed to help low-income individuals age 55 and older update their jobs skills, build work experience and confidence, and continue to have economic security and well-being.

Eligibility:

Individuals applying for the SCSEP must meet specific eligibility requirements in order to participate:

- A resident of South Dakota
- 55 years of age or older
- Unemployed
- A limited household income of no more than 125 percent above of the federal poverty level

Participant Benefits:

As a participant of the SCSEP will:

- Earn income – South Dakota Minimum Wage
- Receive training and experience to help develop employment skills
- Receive free annual physical exams
- Have the chance to obtain full- or part-time unsubsidized employment upon completion of program
- Partake in meaningful social and physical activities
- Engage in activities to support independence

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- Partake in meaningful social and physical activities
- Engage in activities to support independence



Trail Crew Intern Positions

For those interested or know others that might be interested, please see the attached vacancy announcement for Trail Crew Intern positions on the Black Hills National Forest.

[Trail Crew Position](#)

Be sure to check out the Help Wanted section on our [Website](#):

Our Address:
615 Washington Street
Custer, SD 57730

Phone Numbers:
605-673-2244
800-992-9818

[Send Us An Email](#)

Connect With Us



Visit our website