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**Salary and Benefits Survey**

SDNN is conducting its first-ever survey of salary and benefits offered by nonprofit organizations in South Dakota. The survey is being used as a tool for 501(c)(3) nonprofits to better understand average wages and benefits for the nonprofit sector in our state.

The survey is broken into four separate sections:

1. Organizational Basics
2. Employment Data
3. Benefits
4. Specific Job Positions and Salary Details

SDNN will be sending our members an email link to the survey in mid-September. We encourage you to share the survey link with other nonprofit organizations in your area.

To ensure confidentiality, SDNN does not and will not disclose individual or organization-specific data. SDNN will not report data for categories that include fewer than three respondents.

Those who participate in the survey will receive pooled responses in Fall 2024. This data can help guide decision-making around competitive wages and benefits.

If you have any questions, please contact Chris Maxwell at [chris.maxwell@maxwellstrat.com](mailto:chris.maxwell@maxwellstrat.com).

**RFP to provide Administrative Services**

SDNN is seeking proposals from qualified and experienced service providers to deliver comprehensive administrative services for our nonprofit membership organization, under the direction of the board of directors. Interested businesses are invited to submit their proposals to support SDNN's administrative functions and enhance operational efficiency.

The RFP can be found on the SDNN website at [sdnonprofitnetwork.org](http://sdnonprofitnetwork.org) under the "jobs" tab.

Timeline: Please take note of the following key dates:

- RFP Release Date: August 11, 2023
- Proposal Submission Deadline: September 15, 2023, 5:00 p.m., CT.
- Finalist Presentations (if applicable): TBD
- Final Decision: October 20, 2023
- Process Complete and New Contract Start Date: January 1, 2024.

Proposals should be submitted to [johnson2@abe.midco.net](mailto:johnson2@abe.midco.net), electronically by September 15, 2023, by 5:00 p.m., CT. PDF preferred.

If you have questions, please contact Julie Johnson, Board Member, and Chair of the RFP Committee, [johnson2@abe.midco.net](mailto:johnson2@abe.midco.net).

### **Interim Legislative Update**

SDNN attributes some of its roots to the legislative process, and continues its role with the SD Legislature even during the legislative "off season."

SDNN monitors the work of several issues throughout the year. During the 2023 Legislative Interim, SDNN is monitoring the work of the following committees:

Long Term Care Sustainability  
County Funding  
Interim Joint Appropriations Committee  
...a few others!

Also, SDNN was privileged to have a front-row seat on the implementation of the SD Housing Infrastructure Finance Program, putting to work the significant state and federal funding investment in housing infrastructure across the state. Some of those funding decisions will be rolling out soon. Best wishes to all of the nonprofits who do housing every day and have submitted applications.

Please note that SDNN will be providing an opportunity for you to meet and visit with legislators during the 2024 Session on January 23. We will be providing a light breakfast from 7:30 – 10:00 a.m. in the House Speaker and Senate President's lobbies.

For additional detail or concerns, please feel free to contact the SDNN Advocacy Chair and Registered Lobbyist, Julie Johnson, at [johnson2@abe.midco.net](mailto:johnson2@abe.midco.net).

### **Member Spotlight: Black Hills Special Services Cooperative**



Black Hills Special Services Cooperative is an education cooperative headquartered in Sturgis that works to build stronger communities by helping individuals and organizations reach their full potential. BHSSC provides innovative and comprehensive services in education,

training, and employment through:

- Community & Family Services
- Developmental Disabilities Programs
- Education & Workforce Development
- Health & Human Services
- Technology & Innovation in Education (TIE)
- Contract Services

BHSSC is a public entity governed by a board of elected school board members, representing twelve South Dakota public school districts in western South Dakota. As an education cooperative organized under South Dakota Codified Law 13-5-31, BHSSC does not levy taxes. Rather, it allows school districts to pool resources and put their public dollars to the best possible use, in some cases

making possible valuable services not otherwise available in South Dakota. The cooperative also provides services to non-member school districts.

“The SD Nonprofit Network is a great way to connect with other leaders in the state and share best practices,” according to staff member Kelsey Smith. “BHSSC recently participated in the West River Mini-Summit. This half-day workshop was valuable for not only making connections but also having conversations about important issues such as employee retention and grant funding.”

For more information about BHSSC, please check out their website: [bhssc.org](http://bhssc.org)

**Member Benefit Highlight: GrantStation**

GrantStation.com, Inc. offers nonprofit organizations, educational institutions, and government agencies the opportunity to identify potential funding sources for their programs or projects as well as resources to mentor these organizations through the grantseeking process. SDNN members have access to Grant Station’s National and International Grant Database as well as trainings on grant writing, grant strategy, and more. Through SDNN’s partnership with GrantStation, our members can purchase yearly subscriptions for \$95 (compared to the non-member rate of \$699 annually).



Please check out all they have to offer at: [grantstation.com](http://grantstation.com)

**Upcoming Events:**

SDNN Marketing & Communications roundtable – September 20 via Zoom

SDNN Nonprofit Leadership roundtable – September 28 via Zoom

**Mission:** Connect, support, and elevate nonprofits in South Dakota through collaboration, education, and advocacy.

**What We Do:** The South Dakota Nonprofit Network works to create a sustainable framework of support for nonprofits in South Dakota. SDNN offers training in organizational leadership and change, best practice sharing, and how to advocate for nonprofits. SDNN also supports initiatives in areas of development and innovation through professional development, advocacy, and awards.