

Opportunities Through Community

Community Impact Report | 2025





Ordean celebrates his 50th Anniversary at Black Hills Works with his treasured staff and friend. Back Row (L-R): Katie Soderquist, Julie Eckern, Mallory Smith, and Susan McKeon. Front Row (L-R): London Liggett, Ordean Stevenson, Mason Zent, April Hill, and good friend, Thomas Emley.

What's inside

In 1975	Page 4
Home is Where Your Support Lives.....	Page 7
You Open Doors to Meaningful Work.....	Page 9
Your Legacy, One Brush Stroke at a Time.....	Page 10
Celebrating Philanthropy	Page 11
Your Gifts, Handled with Care.....	Page 12
You Make Confidence, Community, and Joy Happen.....	Page 14

Dear friends,

Sixty-eight years ago, a small group of families believed something remarkable: that their loved ones deserved a place in this community. What they built and you have sustained is nothing short of extraordinary.

Looking back at our last year, we continued to see excellence in action through the achievements of our participants. We celebrated nine people who have been part of our Black Hills Works family for over 50 years. They are proof that when a village stays committed, lives are shaped for the better, permanently and beautifully, forever.

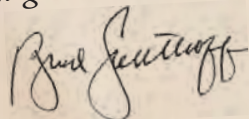
In 2025, we broke ground on a new duplex that will support eight participants with high needs and opened several single family community homes. We've brought assistive and smart home technology into thirteen homes because independence isn't just a goal we talk about, it's something our participants experience every day.

We also started the Suzie Cappa Art Center expansion, with incredible community support. Now even more artists will be employed by this Rapid City treasure.

Sixty-eight years in, the work is only accelerating. In 2026, we'll complete the Suzie Cappa expansion, open new homes for people still waiting, and keep proving that technology and human connection aren't opposites - they're partners.

Thank you for believing in Black Hills Works. Your belief doesn't just change a year. It changes a life - for a lifetime.

With gratitude,



Brad Saathoff
CEO, Black Hills Works



*On the cover: Aimee with Smokey Bear
Inset photo: Brad and Tommy*

50 Years of Thriving

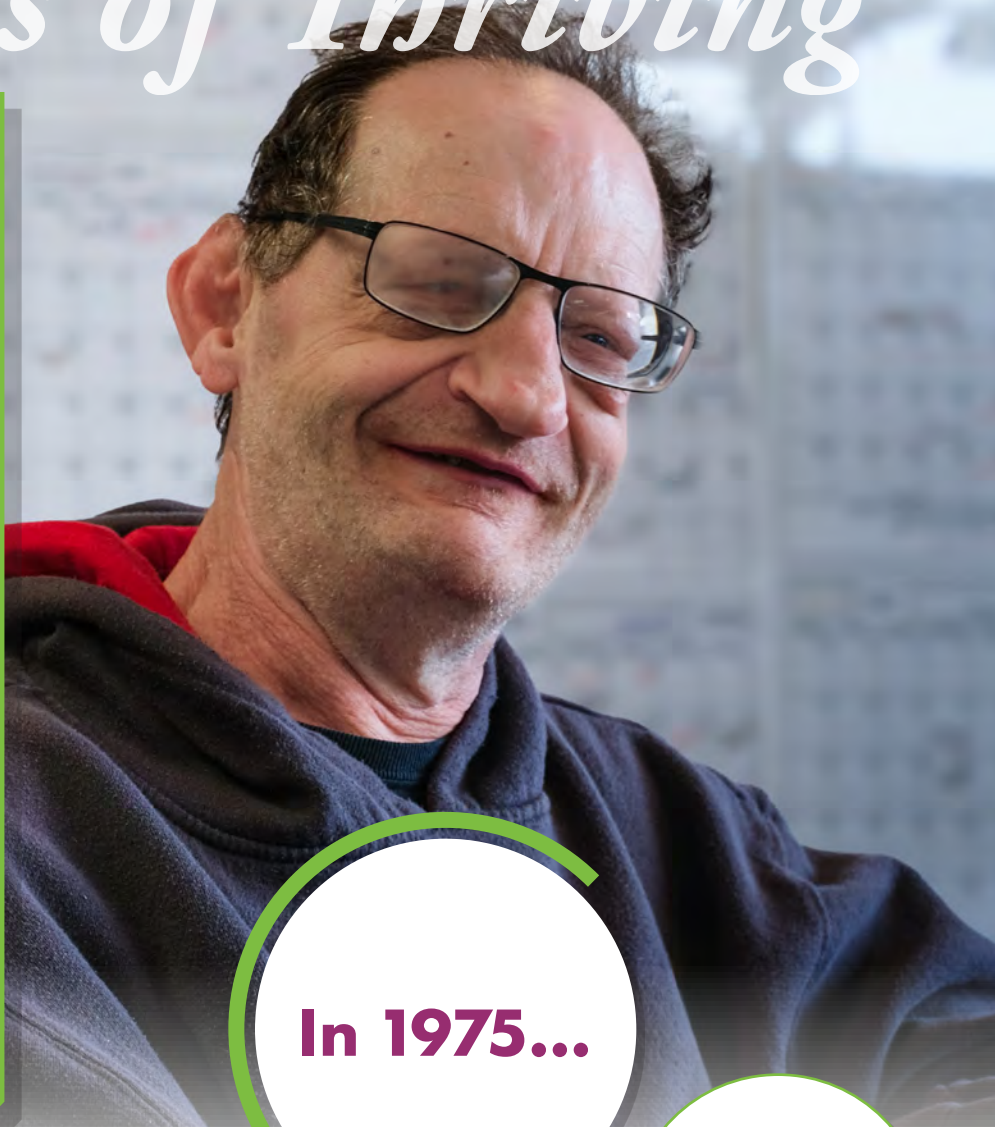
50 Years of Thriving

Todd (right), Dean, Dan, Mike, Gloria, Jeanne, Ordean, Rodney, and Stephanie have each been part of the Black Hills Works family for 50 years or more. Because of you, these nine friends have homes close to the people they love, support that grows with them, and meaningful ways to spend their days – through jobs, volunteering, friendships, and creative expression. They are home - in every sense of the word.

Their journey reflects your belief and long-term commitment to them and the hundreds of people who have joined the Black Hills Works family over the decades. Thank you for showing up year after year, making a lifetime of thriving possible.

Continue the journey with us in 2026!

See how you can get involved at blackhillsworks.org/get-involved. The next generation will live a life of full potential, because of you!



In 1975...

**191
Participants**

**Institutions
were still the
norm across
America**

**Black Hills
Works bet on
community when
few others
would**

**Families
finally
had a choice
beyond the
institution**





“I give because I am grateful - grateful to staff and grateful that Todd has a place to be supported close to me.” - JoAnn Lux

A Mother’s Love

JoAnn Lux is in her nineties, still living independently, reading five books a month, and thinking deeply about the world around her. However, ask her about her son Todd (pictured left), and her voice carries something that has shaped her entire adult life: a mother’s fierce, enduring love.

When Todd was just nine years old, JoAnn faced an impossible situation. Newly divorced, working as a first-grade teacher to support Todd and his two younger siblings, she couldn’t find anyone who knew how to care for a child with a disability. In 1966, with few options and a heavy heart, she made the hardest decision of her life: Todd went to live at the South Dakota Developmental Center in Redfield.

Eight years later, everything changed. At age 16, Todd came home to JoAnn, home to Rapid City, and home to Black Hills Works.

That was more than 50 years ago.

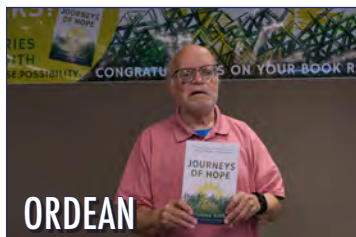
Today, at almost 70, Todd helps with chores, goes out and about, and greets his mom every weekend with the same words: “It sure is nice to have me home.”

JoAnn donates to the Black Hills Works Foundation out of gratitude — for the staff who give Todd meaningful days, and for an organization that was there when her family needed it most. She has also included Black Hills Works in her estate plan to ensure a bright future for others. She knows what the alternative looks like, and she knows there are families just like hers still wondering who will be there for their children.

Black Hills Works changed Todd’s life, and JoAnn’s too. Thank you, JoAnn, for helping to change the lives of his peers — now and for generations to come.



JEANNE



ORDEAN



RODNEY



STEPHANIE

LIVE

Lisa & Joe



Disney World 2000

Supporting Independence, Honoring Joe

For 40 years, Lisa VanBockern's brother, Joe, was part of the Black Hills Works family. Joe built a meaningful life rooted in purpose, friendship, and community with the right supports to live life his way.

Today, Joe's legacy is opening doors for others.

In 2025, through the VanBockern Dean Family Foundation, Lisa and her husband, Eugene, made a transformational gift to support renovations needed in three homes purchased by Black Hills Works Foundation. Their support funded critical upgrades, including enhanced accessibility features and adaptive technology so residents can be safer, more comfortable, and more independent at home.

During a tour of the homes, Lisa and Eugene shared, "We are happy to have a hand in the development of these homes that encourages fulfillment and independence...How exciting for them to move into a newly remodeled home with their friends!"

Thank you, Lisa and Eugene, for your priceless gift of a place to call home!

Lisa and Eugene's Charitable Giving Mission Statement

"To reveal the spectrum of possibilities (including but not limited to education) to children and adults in Arizona and South Dakota so they can discover and achieve personal health, happiness, and success."



Lisa VanBockern and Eugene Dean (far right), tour a home that their generosity renovated (see story, page 6). Joining them was Paul Hoffman and Trish Gutbranson (Lisa's sister) (far left), and grateful residents Zach, Bubba, and Michelle.

Technology First: Maximizing Independence

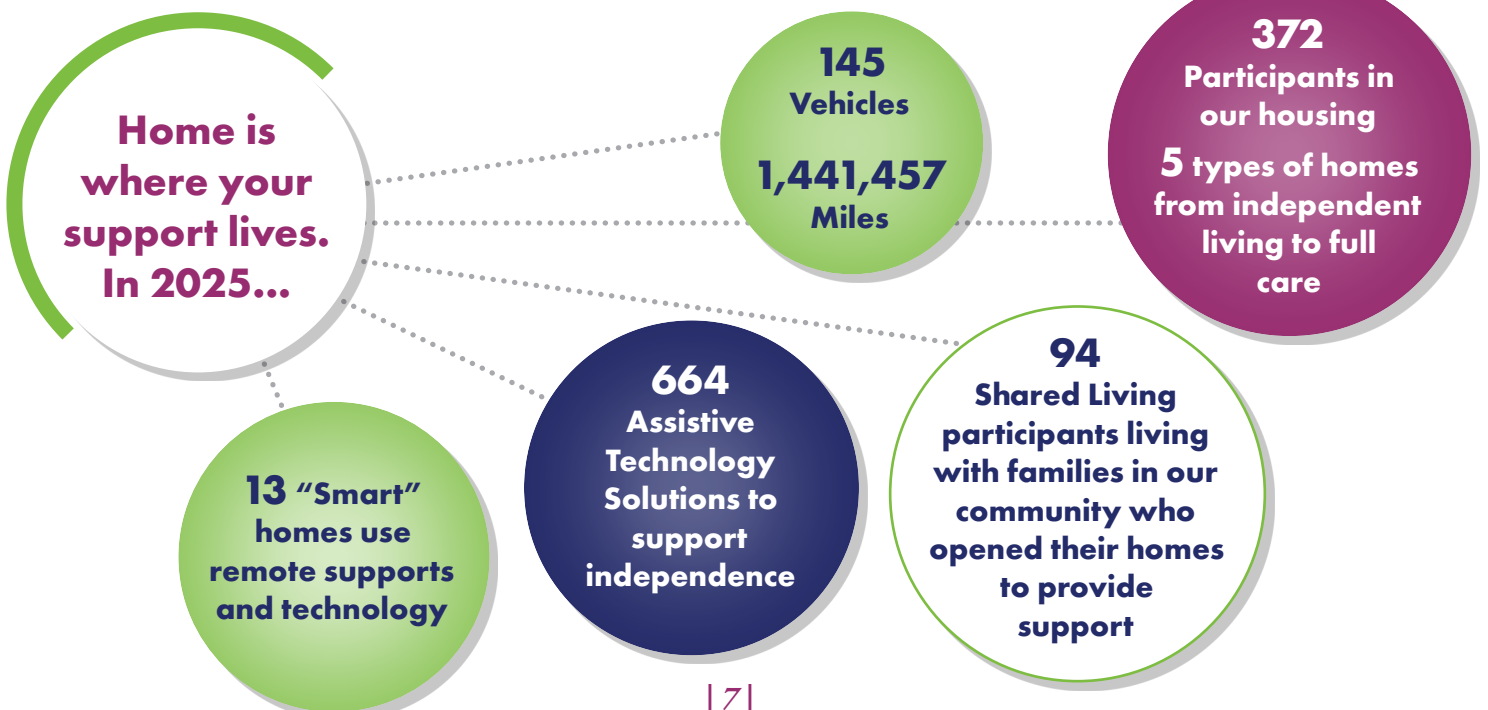
Black Hills Works is all about providing dignity, independence, and self-determination in innovative ways, including maximizing technology use. For example, Shad can control his lights with his voice, Allie can follow a recipe independently with support just a video call away, and Mike can follow prompts on his phone to ensure a job well done.

Our approach always starts with the person: What do they want to do? How can technology help make it possible? From there, assistive tools expand independence, deepen connection, and free up

Direct Support Professionals to focus on what matters most — building relationships, teaching new skills, and being present for the moments that truly matter.

Our Technology First Council, comprised of a mix of staff, participants, and parents, is helping us make this important shift while allowing for thoughtful implementation. We are launching individualized technology assessments and streamlining access to funding — all in service of our mission to create a community where everyone participates to achieve a life of full potential.

Technology is the great equalizer. And for the people we support, that changes everything.



WORK

PREPARE
PREVENT
PROTECT



Tiffany smiles proudly with her boss, Rapid City Fire Department Chief, Jason Culberson, and Dexter.

Reasons to join the Black Hills Works team. In 2025...

591 adults with disabilities supported at Black Hills Works. They are the reason our team shows up every day.

Staff engagement through the DSP Advocacy Council, A-Team, and Technology Council

516 Black Hills Works employees
80% provide direct support

Explore careers at blackhillsworks.org



In Service to our City

When asked if Mary Treeby enjoys her job, she doesn't hesitate: "I hit a home run."

Mary is the job coach for Tiffany, George, and Blake, Black Hills Works participants who are employed by the Rapid City Fire Department. As city employees, they are counted on to keep Fire Station #1 clean for the administrative staff and firefighters who work there.

Jenifer Truax, Executive Coordinator for the Fire Department, shared, "They bring such great value to the Fire House." She recommended working with Black Hills Works to help with hiring needs, having seen firsthand through her previous employer's partnership with us what a positive experience it could be.

"It has been an enriching experience for all staff. The team shows up for work with such a great attitude," added Jenifer. "Tiffany, George, and Blake offer a morale boost to all of us – and, with Mary's kind guidance, they do a great job at what they were hired to do."

With confidence in the work she does, Tiffany adds, "I've been doing so good, keeping myself proud every day."

"I am so proud of the work they have been doing and am so happy to partner with Black Hills Works for our custodial staffing," said Jason Culberson, Fire Chief for the Rapid City Fire Department. He was a strong advocate

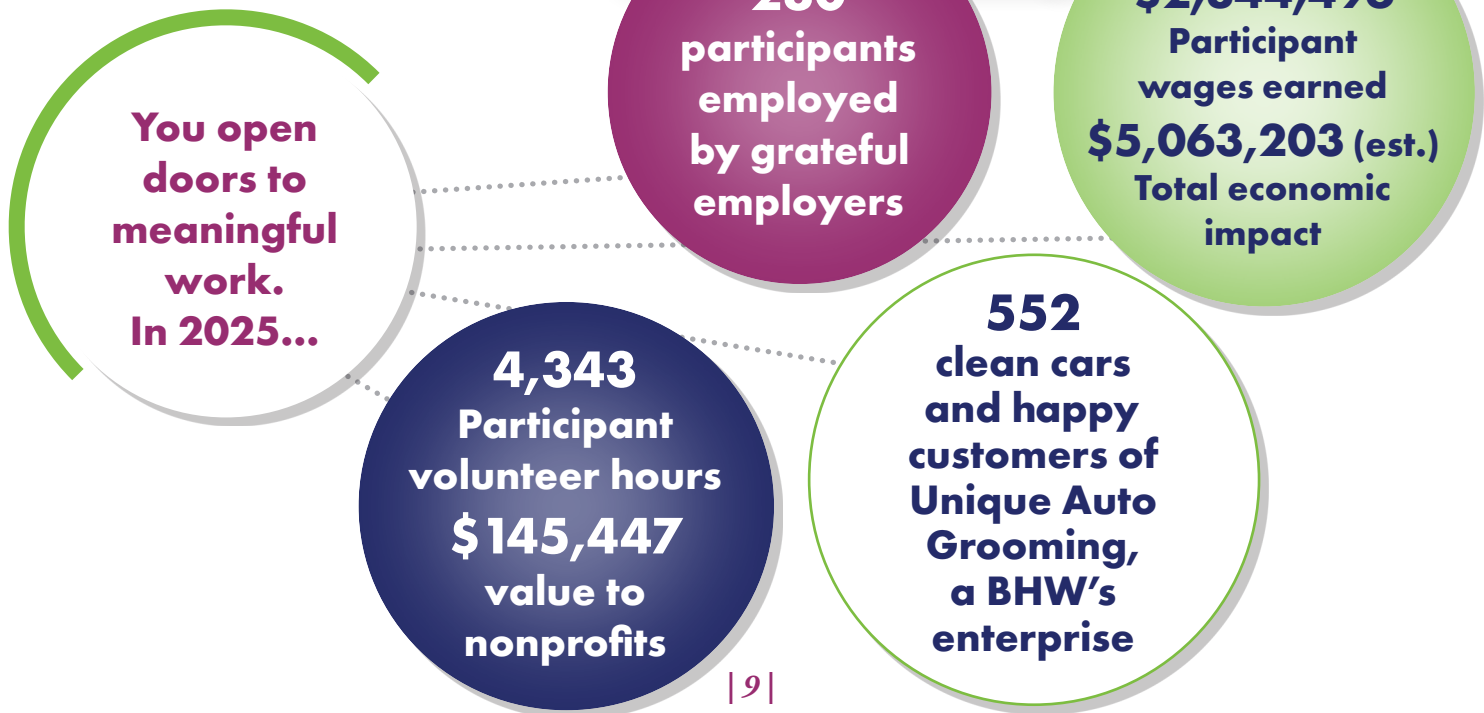
for these city employees when a consolidation of custodial work was proposed during budget cuts.

"I am just so very proud of them. They are professionals in a business environment," added Mary. "They are city employees and the Chief gave them this chance to blossom."

A huge thanks to Chief Culberson, Jenifer, and the entire Rapid City Fire Department for championing this wonderful partnership and providing dignity of employment to Tiffany, George, and Blake. Your trust in their work ethic and abilities means the world to them, and they have repaid this trust as reliable employees.



Blake (left) and George hard at work at Fire Station #1



**Your
legacy, one
brush stroke at
a time.
In 2025...**

**21,972
Suzie Cappa
Art Center
visitors**

**20
Events
Host your next
event at the
art center!**

**27
Artists**

**17
Community
collaborations.
Inclusion in
action!**



My Talent Shines Because of You!

Paige Severson worked hard to improve her skills and try new things, and her hard work paid off. Paige was named the 2025 Suzie Cappa Art Center Artist of the Year!

Known for her bright, colorful placemats, coasters, and wall hangings, Paige has sold dozens of commissions to people all over the country.

Because you celebrated her creativity and hard work through your purchases and donations, Paige and her colleagues at the art center are thriving artists.

Visit us! Find art and inspiration at the Suzie Cappa Art Center at 722 Saint Joseph Street in downtown Rapid City!



L-R: Dan Scheurer (Security First, BHW Foundation Board Member); Tamie Hopp (BHW Foundation); Kevin Dietz, Marnie Herrmann, and Greg Hanson, (Security First representatives); and Hans Nelson (AFP SD representative) celebrate Security First Bank's Outstanding Corporate Philanthropy Award.



Celebrating Philanthropy: Security First Bank

Black Hills Works is proud to celebrate Security First Bank as the 2025 recipient of the Outstanding Philanthropic Corporation of the year award from the South Dakota Association of Fundraising Professionals (AFP) – and even prouder to call them one of our most dedicated, long-standing partners.

Founded 125 years ago with a mission to improve the lives of families and businesses across South Dakota, Security First Bank has brought that mission to life for Black Hills Works and other nonprofits in our community for more than two decades. Their twenty-two-year relationship with Black Hills Works includes financial gifts, board leadership,

volunteering, Red Carpet gala sponsorship, and their generous rotating Suzie Cappa art installation at the Buffalo Crossing branch. Security First Bank finds creative, personal ways to invest in Black Hills Works and our broader community.

Chairman Greg Hunter said that Security First's giving was never about "having to" — it was always about relationships. We agree and are so grateful for the genuine partnership we have forged over two decades, all in support of our friends and neighbors with disabilities.

Thank you, Security First Bank, for believing in our mission and showing our entire community what it looks like to give with both your hands and your heart.

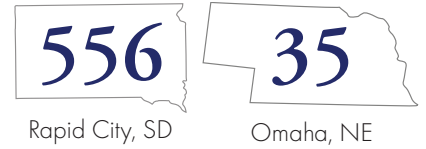
What a great community we have!

In 2023, West River Electric Cooperative also earned the South Dakota AFP Outstanding Philanthropic Corporation Award. We nominated them for the same reason we nominated Security First Bank. Their decades-long support for Black Hills Works and other South Dakota nonprofits represents a commitment to uplifting our community. We are proud to count West River Electric, Security First Bank, and all our corporate sponsors as partners. Thank YOU!



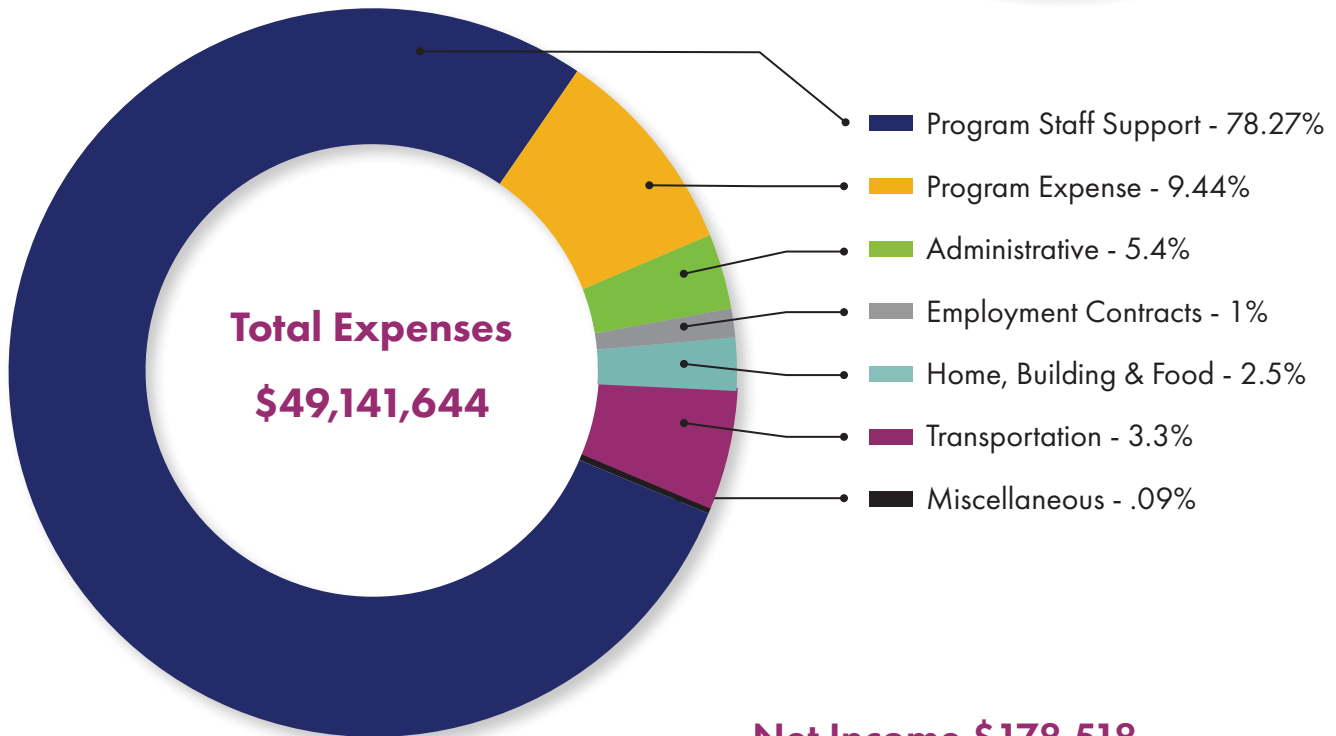
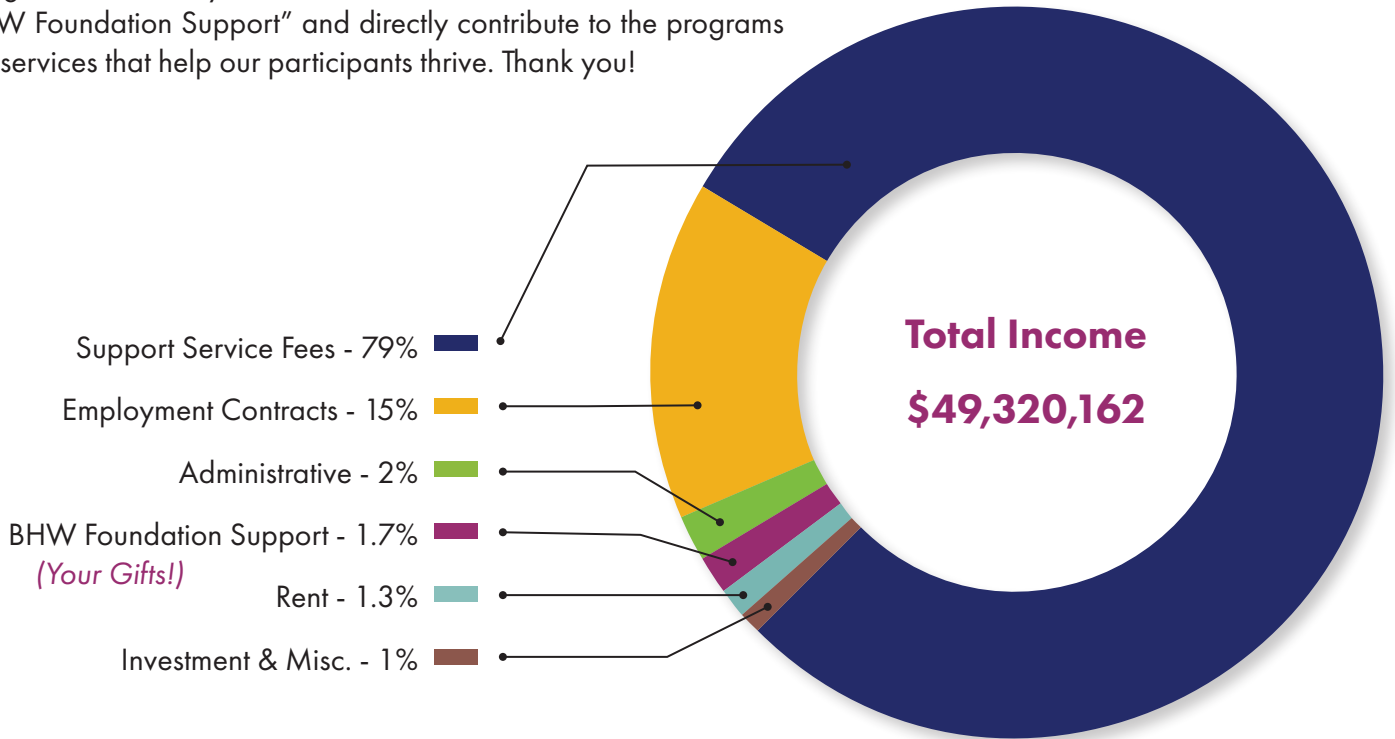
Because of YOU,

591 people with disabilities were supported by Black Hills Works in 2025



Your Gifts, Handled with Care

Every dollar you give us is managed in the same care you put into giving it. Your fiscal year 2025 donations are reflected below as "BHW Foundation Support" and directly contribute to the programs and services that help our participants thrive. Thank you!



Net Income \$178,518



These grantors make living possible through support for housing, employment, transportation, arts, technology, and more!

Black Hills Energy

City of Rapid City Arts Investment Fund
through the Rapid City Arts Council

Department of Homeland Security

Midco Foundation

Rapid City Metropolitan Planning
Organization

Sam's Club

Sheldon Reese Foundation

Source America

South Dakota Arts Council

South Dakota Community Foundation/
Gail & Delores Miller Foundation

United Way of the Black Hills

US Bank Foundation

Vucurevich Foundation

Walmart

Dear Friends and Neighbors,

What a village we have!

In 2025, we came together as donors, volunteers, sponsors, and employer partners to celebrate 24 remarkable people and invest in the future of nearly 600 more. Because of you, they are artists, athletes, employees, and neighbors living lives of purpose and possibility.

Every dollar you give to the Black Hills Works Foundation is managed with the same care you put into giving it. We steward your generosity to ensure your gifts to us benefit Black Hills Works' participants in exactly the way you intend, whether that be greatest needs or specific program support. No matter where your heart leads you to help, your generosity today is a promise to future generations that Black Hills Works will be here for them, just as it has been for the people and families we serve today.

Thank you for fueling these dreams.

With gratitude,

Andrea D. Serna

Dr. Andrea D.M. Serna

President

Black Hills Works Foundation



Andrea and Ordean, who has been part of the Black Hills Works family for 50 years!

PLAY

Flutter Productions



**You
make
confidence,
community, and
joy happen.
In 2025...**

**75
Participant
Flutter performers
Countless
perceptions
changed**

**696
Community
volunteers
7,123 Hours
(1,807 for Flutter
alone!)**

**172
Special
Olympic Storm
Athletes
7 Sports
Priceless
Friendships**

When Community Shows Up

Flutter Productions depends on community volunteers to make all-ability productions a reality – and seven young dancers from Academy of Dance Arts proved exactly what that means.

Henry Olivier is a five-time *FashionABLE* veteran, long-time Flutter Production cast member and volunteer, and dancer with the Academy. He is also a member of the National Honor Society (NHS) of Dance Arts and he knew that with academics, volunteer service, and dance at the core of NHS' mission, that *FashionABLE* would be a perfect fit. He pitched the idea to his peer in NHS and they readily agreed to serve.

With guidance from teachers Claire Leivistad, Sara Olivier, and Annaliese Huot, these students spent nearly two-and-a-half months crafting 18 dance moments to support 33 designers and models with disabilities on the runway for the early 2026 *FashionABLE* event.



Bravo to Ever Blake, Hazel Houghton, Megan Jones, Amy Kruger, Henry Olivier, Abbey Pangares, and Leila Riker-Acevedo. You helped show our community that everyone can participate in the arts.

Want to volunteer with Flutter? Visit blackhillsworks.org/get-involved/volunteer-with-us

All-Ability Takes Center Stage, on the Big Screen

Because of you, 26 Black Hills Works participants walked the runway and onto the big screen.

FashionABLE: The Making of an All-Ability Show documentary and the related print publication follow months of creativity, courage, and community. The documentary captures the process behind the making of *FashionABLE 2024*, a one-of-a-kind fashion show created by Flutter Productions, our all-ability theater company. The film made its debut at the 2025 Black Hills Film Festival and now is available for viewing on South Dakota Public Broadcasting – bringing this inspiring documentary to living rooms across the country.

That's your impact!

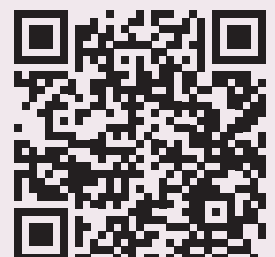
Your gifts make this biennial fashion show possible. Your

support for Flutter Productions gave 26 participants the chance to shine on stage — and now, on screen. What began as a community celebration has become a story that can be enjoyed and shared!

The documentary was written and directed by Randal Iverson and Heather Pickering and was made possible by generous support from the National Endowment for the Arts, Montana Dakota Utilities Resources Foundation, Kenadi Jean Weis Foundation, Jolly Lane Greenhouse — and YOU.

Watch the documentary at:

pbs.org/video/fashionable-tw6jnh



You Make Everything Possible. Thank you!

OUR OPPORTUNITIES THROUGH COMMUNITY PARTNERS: ORGANIZATIONS, BUSINESSES, AND FOUNDATIONS

6 Throne Barbershop
Aby's Rapid City
Acme Bicycles
Admiral Beverage
Appeal Maker
Arrowhead Country Club
Art House Black Hills
Association for Independent Insurance Agents
At Home Design
Badland Sabres Hockey League
BankWest
Basin Electric Power Cooperative
Bell Bank
Best Bet Lawn Care
Black Hills 4 Wheelers
Black Hills Area Community Foundation
Black Hills Bagels
Black Hills Community Bank
Black Hills Energy
Black Hills Federal Credit Union
Black Hills Harley- Davidson
Black Hills Playhouse
Black Hills Quilters Guild
Black Hills Rally & Gold, Inc.
Black Hills Realty, LLC
Black Hills Tires
bluepeak Internet
BMS Financial Advisors, LLC
Border States Electric
Brass Rail
Brewster Enterprise LLC - Speedy Lube
Brink Constructors Inc.
Brych Boutique
Buffalo Plains Group at Morgan Stanley
Buffalo Wild Wings
Canyon Lake United Methodist Women
Casey Peterson & Associates
Chamberlain McColley Funeral Home
Charles & Dorothy Whisler Endowment Fund
Charles & Kathryn Hart Family Fund of the South Dakota Community Foundation
Children's Therapy Services
City of Rapid City - Department of Parks and Recreation
Clifford & LaVonne Graese Foundation
Colonial House
Cool Cryo
Costello Porter Law Firm
Crazy Horse Memorial Foundation
Custer County
Dacotah Bank
Dark Canyon Coffee
Deed Community Giving Foundation
Dennis & Gary Hettich Memorial Fund
Denny Menholt Chevrolet
Discover USA Cookie Company
Disney
Downtown Lions Club
Edelsohn Family Trust
Elkhorn Ridge Golf Course

Elks Theatre
Farmers Union Insurance
Fifth Face
Firehouse Brewing Company
Firehouse Wine Cellar
First American Title Company
First Interstate Bank
First Presbyterian Church
Fischer Furniture
Foot Zone 605
Fork Real
Gail & Delores Miller Nonpermanent Fund
Glik's
Global Innovations Bank
Golf Club at Red Rock
Google Ad Grants
Grocery Mart
Hart Ranch Camping Resort Club, Inc.
Hart Ranch Golf Course
Haugo Broadcasting
Hay Camp Carvers
Highmark Federal Credit Union
Hillard Williams Group / RBC Wealth Management
Holy Sm(oaks)
HomeSlice Media Group
Horst Acoustical Co.
Hydration Station
Jennifer Young's Bookkeeping Services
John F. & Ruth D. Cannon Fund of the South Dakota Community Foundation
John T Vucurevich Foundation
Just for Looks
Karl's
Ketel Thorstenson, LLP
KEVN/KOTA
Knights Of Columbus #1489
Knights of Columbus #703
Liv Hospitality
Loftus Dental
Lynn Jackson Attorneys
Mammoth Site
Marco Technologies
Michels Communications Corporation
Marsh McLennan Agency
McGas
MDU Resources Foundation
Meadowbrook Golf Course
Medicine Shoppe Advanced Care Pharmacy
Michael L. and Marnie L. Gould of the Black Hills Area Community Foundation
Mid Continent Testing Laboratories
Midco Foundation
Midwest Marketing, LLC
Minneluzahan Senior Center
Mitzi's Books
Monument Health
Moose Lodge 1137, Chapter 1221
Murphy's Pub & Grill
Mustard Seed
Naja Shriners
Nathan Northwoods Performance
Network for Good
NextGenAT
Nielson Dirtworks, Inc.
Nonprofit Megaphone
Northern Hills Federal Credit Union
Northwest Pipe Fittings
Northwestern Mutual Investment Services
Paddy O'Neills
Past Grands Association
Pete Lien & Sons, Inc.
Physio Performance
Piesano's Pacchia
Pioneer Bank & Trust
Pit Stop
Post 22 Baseball
Pour 54
Press Start (Puzzleroo Arcades)
Prima School of Dance
Project Solutions, Inc.
Prouty Pottery
Que Pasa Mexican Kitchen & Tequila Bar
Quilted Hugs 4 Kids
Rapid City Arts Council
Rapid City Elks Golf Course
Rapid City Lodge No. 25
Rapid City Medical Center
Rapid City Rotary Club
Rapid City Rush Hockey
Rapid Exteriors
Rensch Law Office
RESPEC
Reuben & Marlowe Bareis Family Fund
Riverfront Broadcasting, LLC
Robinson Helping Hand Fund
Roger Frye's Paint And Supply
Rushmore Hotel & Suites
Rushmore Lions Club
Rushmore Post 1273 VFW
Sacred Path
Saint Andrews Episcopal Church
Salad Bowls Bowling League
Scheels All Sports
Sculp Construction
SDN Communications
Security First Bank
Sentinel Federal Credit Union
Sheldon F. Reese Foundation
Simpsons Printing
Slip-Knits
SoDak Title Company
Solemate Shoes/Uniform Shop
South Dakota Department of Revenue - Business Tax Division
Spearfish Holiday Inn & Convention Center
Spearfish Sasquatch Baseball Club
Special Olympics Rapid City Flame
Special Olympics South Dakota
Stecor Initiatives
Strider Sports International, Inc. / All Kids Bike Foundation
Sturgis Coffee
Sturgis Motorcycle Museum
Super Tunnel Car Wash
Sutton Rodeos, Inc.
TDG Agency
Tennyson Family Foundation
TerraSite Design
The Hovey Family Fund
The Lodge at Deadwood
The Monument

The Park
The Retired Enlisted Association, Chapter 29
The Sewing Center
The Skin Institute at Rapid City Medical Center
The Unfurling Massage & Body Work
Thirsty's
Tidal Wave Auto Spa
Tinder Box
Top of the Hill
TruStage
Ugly Graffiti
Unify Home Lending
Unkenholz Family Dental
US Bank Foundation
VanBockern Dean Family Foundation
Victoria's Garden
Voss Distributing, LLC
WagCo Construction
West River Comedy Club
West River Electric Association
Who's Hobby House
Wilfred & Margaret Rasmussen Memorial Trust
Wilson Family Investor's Circle-IC of the Black Hills Area Community Foundation
Women Of The Moose #1221
Xanterra Parks & Recreation
Ziffelhill Legacy Trust

OUR MAKING A DIFFERENCE DONORS: INDIVIDUALS, COUPLES & FAMILIES

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Mickie Abell
Ruth Ann Abruzzi & Jeffrey Campbell
Kim Adamson
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LEAVING THEIR LEGACY:
 OUR EVERGREEN
 SOCIETY MEMBERS

*You can join these
 Evergreen Society
 Members when you
 include Black Hills
 Works or the Foundation
 as part of your estate plan.*

Contact Tamie @ thopp@bhws.com to share your intentions or to learn more.

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- Brad & Mary Blauvelt
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- David & Mary Boyer Charitable Remainder Trust
- Jason Bunch Estate
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- Paul & Bonnie Steinback
- Vicki & Tim Sweeney

**2026
 is full of
 promise,
 because of
 you!**

Fueled by your generosity, big things are already happening in 2026.

Housing continues to expand, and technology is opening doors to greater independence. Together we are celebrating the expansion of the Suzie Cappa Art Center that you made possible. Recreation and nutrition remain priorities, including plans for a new Legacy Park, because you believe that living well means more than just getting by.

None of this happens without you!

You are woven into every story, every milestone, and every life lived to its full potential. That's excellence, and you are the reason for it.

Ready to keep making history together? Visit blackhillsworks.org/get-involved to see all the ways you can be part of our ever-evolving story.

**MAKE YOUR
 IMPACT**

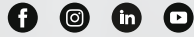




Black Hills Works

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www.BlackHillsWorks.org
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WE APPRECIATE YOU

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