

GNWKCF & AFFILIATE TIMES

June 2026 Newsletter

A MESSAGE FROM THE CEO

As I reflect on my first two months serving as CEO of Greater Northwest Kansas Community Foundation, I want to extend my sincere gratitude for the warm welcome and support I have received from everyone!

One of the most exciting aspects of my new role has been the opportunity to gain both a "behind the scenes" and "a bird's-eye" view of not only GNWKCF's work, but also the remarkable efforts happening within each of our affiliate foundations. It has been inspiring to see the countless ways affiliates are investing in their communities—supporting local projects, responding to emerging needs, creating opportunities for future generations, and thoughtfully stewarding resources to make a lasting difference. The collective impact being made across our region is truly impressive, and I am continually reminded that strong communities are built by dedicated local leaders who care deeply about the places they call home.

The work is both fulfilling and energizing. Every day, I learn something new about the passion, creativity, and commitment that exists throughout our affiliate network. I am excited about the opportunities ahead and how we can continue working together to strengthen not only our individual communities, but the entire region.

As part of my ongoing learning process, I still plan to distribute a survey in the coming weeks followed by scheduled one-on-one onsite visits with each affiliate staff. My hope is to gather candid feedback about your local operations, goals, opportunities, challenges, wishes, and needs. Your perspectives are invaluable as I work to better understand how GNWKCF can continue to provide meaningful support and help position our affiliates for continued success. Please stay tuned! :)

Thank you for everything you do to serve your communities. I look forward to learning from you and working alongside you as we continue building a stronger future for northwest Kansas.

With appreciation,

Karl Pratt

Chief Executive Officer

Greater Northwest Kansas Community Foundation

Looking Ahead

4th of July

Have fun and be safe!

Labor Day

September 7

GNWKCF Offices Closed

Staff Success Day

September 15

Oakley, KS

KACF

October 14 - 16

GNWKCF Offices Closed

Thanksgiving

November 26-27

GNWKCF Offices Closed

Christmas

December 24 - 25

GNWKCF Offices Closed

Working at LCCF means I get to spend my days surrounded by big ideas, passionate people, and community projects that make Logan County shine — and honestly, I couldn't ask for a better fit. Because when I'm not helping others bring their dreams to life, I'm usually knee-deep in one of the 5,000,246 home projects I've convinced myself absolutely must happen in our ever-evolving house.

My most recent accomplishment? Putting the finishing touches on my very own library and secret retreat space — the cozy little hideaway I swear I'll enjoy uninterrupted... someday.

At home, life is a joyful whirlwind thanks to my wild three-year-old who believes sleep is optional and adventure is mandatory. Most evenings you'll find my wonderful husband, Jason, our 15-year-old, and me romping around outside, attempting to wear her out enough that she might share the magical gift of a full night's sleep. (When it happens, we celebrate like we just won the lottery.)

When we're not chasing tiny tornadoes, you'll probably find us gathered around a board game. Our collection recently hit 208 games and continues to grow... which means, yes, I now have yet another home project: figuring out how to store all of them in one space without breaking the laws of physics.

What I love most about my role at LCCF is being part of a community that's always dreaming forward. Every time someone walks through our doors with an idea or a goal, I get to help them take that first step — and there's nothing more rewarding than watching those ideas grow into something real, meaningful, and shared by all of Logan County.

Meet Kerri!



*Kerri Traynor, Executive Director
Logan County
Community Foundation*

Grant Highlight

The Mini Park Project (Phase 3), led by Joan Smith and Shirley Thompson, successfully enhanced the Osborne Mini Park by installing four bronze bistro table sets with black and white striped umbrellas near the park's waterfall. The project, aimed at providing additional seating and improving the park's entrance, included a new Osborne Mini Park sign from Osborne Memorials and 40-pound umbrella stands. A visitor noted the seating arrangement created a charming "Paris feel" in the small town setting, achieving the grant's purpose of creating a quaint park atmosphere.



Employment Classifications: Exempt vs. Nonexempt and Salary vs. Hourly

The terms exempt and nonexempt are often confused with salary and hourly, but they are not the same thing.

Exempt vs. Nonexempt

Under the Fair Labor Standards Act (FLSA), employees are classified as either exempt or nonexempt from overtime based on their job duties and how they are paid.

Exempt employees:

- Are not eligible for overtime pay under the FLSA.
- Generally perform executive, administrative, professional, or other specifically exempt duties.
- Must meet both federal salary basis and duties tests.

Nonexempt employees:

- Are eligible for overtime pay for hours worked over 40 in a workweek.
- Must accurately track and report all hours worked.

The determining factor is the employee's legal classification under wage and hour laws, not whether they are paid a salary or an hourly wage.

Salary vs. Hourly

Salary and hourly simply describe how an employee is paid.

Salaried employees:

- Receive a predetermined amount of pay each pay period.
- This classification does not determine overtime status, therefore, hours need to be tracked.

Hourly employees:

- Are paid based on actual hours worked.
- Pay varies depending on time worked.

It is important to note that a salaried employee can still be nonexempt and eligible for overtime. Salary status alone does not create exempt status.

Time Tracking Requirements at GNWKCF

At Greater Northwest Kansas Community Foundation (GNWKCF), all employees, including exempt employees, are required to record time worked through our HRIS/timekeeping system.

Time tracking helps support:

- Grant compliance and reporting requirements.
- Workload and project management.
- Organizational planning and accountability.
- Consistency across departments and affiliate operations.

Requiring exempt employees to track time does not change their exempt classification or make them eligible for overtime. Federal law allows employers to require exempt employees to record hours worked, submit timesheets, follow attendance expectations, and maintain schedule accountability while retaining exempt status.

NEW GNWKCF POLICY EFFECTIVE IMMEDIATELY

Overtime Classification Policy

Purpose:

This policy defines the classification of employees as exempt or non-exempt for overtime eligibility in accordance with applicable federal and state law.

General Information:

Greater Northwest Kansas Community Foundation classifies employees as exempt or non-exempt based on federal wage and hour requirements.

Employees will be classified as exempt if they meet all of the following:

- Are compensated on a salary basis.
- Earn at least \$684 per week (\$35,568 annually).
- Perform job duties that meet executive, administrative, or professional exemption standards.

Meeting the salary threshold alone does not qualify an employee for exempt status. Job duties must also meet the applicable exemption requirements.

Employees who do not meet both the salary and duties requirements will be classified as non-exempt and are eligible for overtime pay for all hours worked over 40 in a workweek. All overtime must be pre-approved by the employee's supervisor.

Greater Northwest Kansas Community Foundation follows the current federal salary threshold of \$35,568 annually and will adjust classifications as necessary to remain compliant with changes in federal or state law.

Responsibilities:

Employees are responsible for understanding their classification and accurately reporting all hours worked in accordance with time reporting requirements. Managers are responsible for ensuring proper classification of employees, monitoring hours worked, and approving overtime in advance.

Enforcement:

Violation of this policy, including failure to accurately report time or working unauthorized overtime, may result in disciplinary action. Initial violations may result in counseling and review of expectations. Continued violations may result in further disciplinary action, up to and including termination.

Dane G. Hansen Foundation Endowed Matching Fund Initiative

June marks the midpoint of 2026 for the DGH Endowed Matching Fund Initiative. All we can say is WOW - look at the progress everyone is making!

Affiliate Foundation	Number of Endowed Funds in 2026	
ACE Foundation	4	
Cheyenne County Kansas Community Foundation	2	
GROW Decatur County Foundation	2	
Gove County Community Foundation	1	
Graham County Community Foundation	1	
Logan County Community Foundation	1	
Norton County Community Foundation	7	
Osborne County Community Foundation	4	
Russell County Area Community Foundation	8	
Sheridan County Community Foundation	2	
Sherman County Community Foundation	2	
Smoky Hills Community Foundation	4	
Wallace County Foundation	1	
		Total Funds:
		39

Keep striving for these endowed funds to continue making a difference in your communities - *forever!*



May Staff Success Day

Thank you to all our Affiliates! Your extra effort to be present at the May Staff Success Day truly paid off!

GNWKCF had the pleasure of hosting our Affiliate Foundations at the Legion in Bird City. The day started off with coffee, donuts, and catching up! We then moved on to creating video content with the talented Lincoln Myers with Myers Media. Content created was both fun and inspiring - we can't wait to share the final product soon! Along with content creation, we enjoyed time for open conversation, Q&As, the sharing of marketing materials and helpful contacts, and an opportunity to learn about what everyone is working on next. Time together to just brainstorm and cowork is always truly cherished, and is never taken for granted. Some of the best ideas are created during this time together!

Again, we THANK YOU for making the effort to be present to collaborate together! Our next Staff Success Day will be held in Oakley, KS on September 15th. More details will be coming soon, but we can't wait to start planning yet another fabulous day together!