

## In this issue:

- ♦ Live Well. Work Well.
- ♦ Banker You Should Know:  
Heidi Fischer - Border  
Bank, Fargo
- ♦ Spring Training Highlights
- ♦ Soft Landing Versus  
Recession and the Impacts  
on Interest Rate Risk

# THE BIG BANK THEORY



**SEE YOU IN RAPID CITY!**

# 2025 Salary & Cash Compensation Survey is now open for participation!



**NDBA is partnering with Blanchard Consulting Group as a resource for salary and compensation information for North Dakota banks.** The survey gathers salary and cash compensation (salary + annual cash incentive/bonus + commissions) for approximately 200 executive, middle management, and staff level positions. Data cuts will be broken out by asset size and region when we have a large enough sample size.

Please click on [this link](#) to complete the survey. The deadline: Friday, June 27

**Survey Pricing :** NDBA Participant: \$500      NDBA Non-Participant: \$900

## Survey Participation Instructions:

1. Click on the link (2025 Salary & Cash Compensation Survey Link) to access the survey participation file.
2. Download the excel file and complete the survey.
3. Email the completed survey to surveys@blanchardc.com or utilize the secure upload link (Secure Upload Link) (also available on our website) by Friday, June 27th.

The 2025 Director Compensation Survey is now available for purchase! Please contact surveys@blanchardc.com to learn more about the survey or to order a copy of the findings.

## Pre-order & Questions:

For pre-ordering or any survey-related questions, please contact Laura Roth at surveys@blanchardc.com or 612-850-0153.

# Upcoming NDBA Events

JUNE 2025						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

JULY 2025						
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AUGUST 2025						
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24	25	26	27	28	29	30
31						

SEPTEMBER 2025						
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28	29	30				

OCTOBER 2025						
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19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER 2025						
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30						

DECEMBER 2025						
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28	29	30	31			

JANUARY 2026						
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FEBRUARY 2026						
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8	9	10	11	12	13	14
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22	23	24	25	26	27	28

## June 2025

- 1-6 **Dakota School of Banking**  
University of Jamestown
- 8-10 **Quad States Convention** - Rapid City SD
- 25 **Large Bank CRA Peer Group Virtual Meeting**

## July 2025

- 13-25 **Graduate School of Banking at Colorado**  
Boulder CO
- Jul 27 - **Graduate School of Banking**, Madison WI
- Aug 8

## August 2025

- 13 **Chief Credit Officer Peer Group Virtual Meeting**
- 19 **Fraud Peer Group Virtual Meeting**

## September 2025

- 8-11 **Regional Member Meetings**  
Grand Forks, Fargo, Bismarck and Minot
- 25 **Large Bank CRA Peer Group Virtual Meeting**
- Sep 30 - **Effective Leadership Seminar**. Bismarck
- Oct 1

## October 2025

- 2-3 **Ag Credit Conference** - Radisson Hotel, Bismarck
- Bank Security & Leadership Training**
- 7 Holiday Inn, Bismarck
- 8 Holiday Inn, Fargo
- 19 **Fraud Peer Group Meeting at BND**
- 20-21 **NDBA Peer Group Consortium**  
ND Heritage Center & National Energy Center of Excellence
- 27 **IRA Essentials** - Delta Hotel by Marriott, Fargo
- 28 **Advanced IRAs** - Delta Hotel by Marriott, Fargo
- 29 **IRA Essentials** - Courtyard by Marriott, Bismarck
- 30 **Advanced IRAs** - Courtyard by Marriott, Bismarck
- 31 **HSA Workshop** - Courtyard by Marriott, Bismarck

## February 2026

- 13-14 **Bank Management Conference** - Scottsdale, AZ



# CONTENTS



## FEATURES

- 18 Quad States Convention Speaker Announcements
- 22 Banker You Should Know: Heidi Fischer
- 26 NDBA Spring Training Highlights
- 29 Raymond Awarded Dakota School of Banking Scholarship
- 32 Live Well. Work Well.
- 34 Learn to Live Webinars
- 38 Soft Landing Versus Recession and the Impacts on Interest Rate Risk
- 38 ACT<sup>SM</sup> Deposit Program: A Simple Solution for Improving Your Bank's CRA Rating

## IN EVERY ISSUE

- 2 Calendar of Events
- 3 NDBA Directors & Staff
- 4 Articles
- 14 From the Corner Chair
- 16 NDBA Education Events & Webinars
- 50 Happenings
- 50 Banker Classifieds

## Mission Statement

Extraordinary Leadership for North Dakota Banks



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Bismarck

### NDBA STAFF

**Rick Clayburgh**  
President and CEO  
rick@ndba.com

**Lisa Dolajak**  
Communications and  
Marketing Coordinator  
lisa@ndba.com

**Ann Reich**  
SVP of Strategic Partnerships  
ann@ndba.com

**Jackie Bauer**  
Business and Database  
Coordinator  
jackie@ndba.com

**Jolene German**  
Administrative Assistant  
jolene@ndba.com

### NDBA GENERAL COUNSEL

**Tracy Kennedy**  
tracy@ndba.com

**Angi Day**  
Benefits Coordinator  
angi@ndba.com

**Dorothy Lick**  
SVP of Education  
dorothy@ndba.com



# BANKING ARTICLES



## Federal Budget Reconciliation Tax Package Includes Banking Priorities

The federal budget reconciliation tax package contains several banking industry priorities, including language to expand access to affordable real estate credit in rural areas.

The package would make permanent many of the tax reforms from President Trump's first term in office, as well as new tax changes. Among its many provisions is language partially adopting the Access to Credit for our Rural Economy Act, or ACRE Act. The language would provide some tax relief on income earned from interest on new agricultural real estate loans.

NDBA joined the ABA and the Alliance of State Bankers Associations in urging lawmakers to include ACRE in the reconciliation package, saying it would provide much-needed help to farmers, ranchers and rural communities facing an uncertain economic outlook.

Other banking priorities in the package include:

- A provision making permanent and enhancing the Section 199A pass-through deduction.
- Language to expand and extend the estate tax exemption, which would spare family-owned community banks and small businesses from the threat of having to liquidate or divest simply to generate liquidity to pay a tax bill.
- Language making permanent the preferential rates on global intangible low-taxed income (GILTI) and foreign-derived intangible income (FDII) and extending the current base-erosion and anti-abuse tax (BEAT) rates.

The bill does not include any changes to the tax-exempt status of credit unions. House leaders hope to complete work on the reconciliation bill by the Memorial Day holiday. The Senate will also need to approve any final bill.

## CFPB Withdraws Proposed Ban on Certain Contract Language for Financial Products

The CFPB has withdrawn a proposed rule to prohibit contractual provisions in agreements for consumer financial products or services that waive "substantive" consumer legal rights and protections.

The CFPB in January proposed preventing agreements and contracts from containing language in which the signers "opt-out" of or waive federal and state consumer protection laws, among other changes. The bureau cited its authority to prohibit acts or practices that are unfair, deceptive or abusive, or UDAPP, under the Dodd-Frank Act. However, the banking industry argued the CFPB does not have the UDAPP authority it claimed concerning contract language.

In a Federal Register notice, the CFPB said the proposed rule is largely duplicative of the Federal Trade Commission's Credit Practices Rule. It also cited public comments about its lack of authority in the matter. "In light of these comments, the bureau believes it necessary to withdraw the proposed rule pending further consideration of whether the Bureau has the authority to issue it," it said.

Earlier, the CFPB rescinded dozens of guidance documents as part of a directive by President Trump to reduce regulation. Among the rescinded guidance was a 2024 circular on whether unlawful or unenforceable terms and conditions in contracts for consumer financial products and services violate UDAPP, which is separate from the proposed rule withdrawn.



## CFPB Reverses Course on State Enforcement

The CFPB has rescinded a 2022 interpretive rule stating its view that state regulators and state attorneys general have enforcement authority regarding all provisions of the Consumer Financial Protection Act.

In a Federal Register filing, the CFPB's current leadership took issue with the legal rationale for the rule, which was released under former Director Rohit Chopra. "If Congress had intended the CFPB to permit states to enforce any provision of any federal consumer financial law, it would have said so explicitly," the bureau said about its decision to rescind the rule.

However, the CFPB added that its decision to walk back the rule "is not altering, limiting or affecting the authority of states to take any action authorized by any separate provision of state or federal law."

**Read more:** <https://www.federalregister.gov/documents/2025/05/15/2025-08645/prohibited-terms-and-conditions-in-agreements-for-consumer-financial-products-or-services-regulation>

## Most Americans Want High Schools to Offer Financial Education

More than four in five Americans believe that financial education should be part of high school curricula, according to a recent survey by the National Endowment for Financial Education.

Eighty-three percent of respondents said the state they live in should require a semester- or year-long course focused on personal finance as a graduation requirement, according to NEFE. Roughly the same percentage said they wish they were required to complete a personal finance class while they were in school. Asked what topics students should learn, the most popular answer was spending and budgeting, followed by savings, earning income, managing credit and investing.

Twenty-seven states currently require high school students to take a personal finance course to graduate, up from just six in 2019, according to NEFE. Requirements vary depending on the state.

Respondents were also asked where they currently get their financial information and advice. Roughly half (47%) said family members while more than a third (37%) said Google or other online search engines. About one in four (27%) said financial professionals from financial institutions.

**Read more:** <https://www.nefe.org/research/polls/2025/Consumer-Poll-2025-Financial-Education-Requirements-Summary-of-Key-Findings.pdf>

## Federal/State Attempts to Limit Credit Card Interchange Would Harm Consumers

Legislation intended to reduce credit card interchange fees would reduce revenue for community banks and credit unions, leading to less access to credit and disproportionately harming low-income households, according to a recently published academic report.

The Credit Card Competition Act by Sens. Dick Durbin (D-Ill.) and Roger Marshall (R-Kan.) would impose new network routing mandates on financial institutions that issue credit cards. A research note by Indraneel Chakraborty, chair of the finance department at the University of Miami, said the CCCA gives the largest merchants significantly more bargaining power when negotiating their interchange fees at the expense of community banks.

At the same time, several states have proposed exempting sales taxes and tips from interchange fees on credit cards, which also fall hardest on community banks, he writes. (The American Bankers Association is among the plaintiffs in a lawsuit challenging an Illinois law banning banks and other entities from charging or receiving interchange fees on the portion of a debit or credit card transaction attributable to tax or gratuity.)

"We estimate that such an exemption would reduce revenue for community banks and credit unions by nearly \$1.6 billion per annum," Chakraborty writes. "This is because economists estimate that a nationwide implementation of such an exemption would reduce total revenue by roughly \$10.5 billion, and community banks and credit unions have a 15% share of the consumer lending market."

The loss of revenue to smaller financial institutions "means that the loss of credit from laws intended to reduce interchange fees will disproportionately affect the availability of credit in these communities and lead to a more rapid consolidation in the banking market," he writes.

## Bank Survey Gauges Small Business Financial Preparedness

Nearly three in four small business owners believe they can withstand revenue shortfalls for only two quarters before becoming concerned about the future of their businesses, according to a recent survey by TD Bank. The survey on financial preparedness also found that 43% of small business owners said their businesses would not survive if they fell short on revenue for three or four quarters.

TD Bank found that 99% of small business owners assess their financial preparedness quarterly and more frequently. Eighty-two

percent said they are likely to consider applying for a loan or line of credit during the next 18 months to support their financial preparedness goals. The top goals for loans or lines of credit are maintaining company operations, undertaking a significant financial technology upgrade or overhaul, expanding into new market vehicles and making payroll. Eighty-seven percent were confident their applications would be approved.

## Agencies Update Host-State Loan-To-Deposit Ratios

The federal banking agencies have issued updated host-state loan-to-deposit ratios that they will use to determine compliance with Section 109 of the Riegle-Neal Interstate Banking and Branching Efficiency Act.

Section 109 prohibits banks from establishing or acquiring branches outside their home states primarily for the purpose of deposit production. Congress enacted Section 109 to ensure that interstate branches would not take deposits from a community without helping to meet its credit needs.

**Read more:** <https://www.occ.gov/news-issuances/news-releases/2025/nr-ia-2025-45a.pdf>

## CFPB Rescinds Dozens of Guidance Documents

The CFPB is rescinding dozens of guidance documents as part of a directive by President Trump to reduce regulation. The rescinded guidance covers topics such as fair lending, overdraft fees, disclosure policies and consumer information requests to large banks and credit unions.

“The CFPB has issued non-binding policy guidance in myriad forms over its history... In many instances, this guidance has adopted interpretations that are inconsistent with the statutory text and impose compliance burdens on regulated parties outside of the strictures of notice-and-comment rulemaking,” CFPB Acting Director Russ Vought said in the order to rescind the guidance.

Among the rescinded guidance:

- A 2023 policy statement on how the CFPB determines abusive acts or practices.
- A 2022 interpretive rule describing states’ authorities to pursue companies and individuals that violate federal consumer financial protection law.
- A 2024 circular on whether unlawful or unenforceable terms and conditions in contracts for consumer financial products and services violate the prohibition on deceptive acts or practices in the Consumer Financial Protection Act.

- A 2024 advisory opinion to remind debt collectors of their obligation to comply with the Fair Debt Collection Practices Act in the collection of medical debt.
- A 2023 advisory opinion reminding large banks and credit unions to comply “in a timely manner” to customer requests for information about their accounts.
- Two circulars on the legality of unanticipated overdraft fee assessment practices and “improper” overdraft opt-in practices.

**Read more:** <https://public-inspection.federalregister.gov/2025-08286.pdf>

## President Signs Repeal of CFPB Overdraft Rule

President Trump has signed into law a resolution overturning the CFPB’s limits on overdraft fees. Passed as a Congressional Review Act resolution last month, the resolution means that the CFPB cannot take issue a similar rule in the future.

The CFPB overdraft rule – now voided – required banks with at least \$10 billion in assets to cap overdraft fees at \$5 unless they voluntarily set a cap that covers their actual costs and losses or treat overdraft protection as a loan covered by the Truth in Lending Act. ABA, the Mississippi Bankers Association and others promptly challenged the rule in court.

“While we have been confident in the merits of our case, we are pleased to see President Trump and Congress repeal this unlawful rule through CRA,” ABA and the other plaintiffs said in a statement. “President Trump’s signature doesn’t just preserve access to this essential financial lifeline for millions of Americans who need it; it also means our litigation against the CFPB challenging this rule is now moot.”

## CFPB to ‘Deprioritize’ Small-Business Lending Data Collection Enforcement

The CFPB has announced it will not prioritize enforcement of its Section 1071 small-business lending data collection rule for businesses not covered by a recent court-ordered stay.

In February, the Fifth Circuit Court of Appeals granted a stay in enforcement of the rule in a lawsuit brought by the ABA, Texas Bankers Association and others. The court also extended the compliance deadlines to reflect the stay, but only for members of the co-plaintiff associations and intervenors in the case.

In a statement, the CFPB said it will not prioritize enforcement or supervision actions for entities currently outside the stay.

Instead, it will focus on “pressing threats to consumers, particularly servicemen and veterans.” The bureau also said it will deprioritize enforcement of the rule “because of the unfairness of enforcing it against entities not protected by the court’s stay but similarly situated to parties that are protected by the stay.”

**Read more:** <https://www.consumerfinance.gov/about-us/newsroom/cfpb-keeps-its-enforcement-and-supervision-resources-focused-on-pressing-threats-to-consumers/>

## Senate Banking Committee Advances Bowman Nomination

The Senate Banking Committee voted along party lines to advance the nomination of Federal Reserve Governor Michelle Bowman to be vice chair for supervision. The committee also advanced five other nominations.

Bowman has been nominated by President Trump for vice chair for supervision, which was previously filled by Fed Governor Michael Barr. During her nomination hearing in April, Bowman said she would prioritize refocusing bank supervision and restoring regulatory tailoring if the Senate confirms her nomination.

The committee vote was 13-11. The nomination now heads to the full Senate for consideration.

Other nominations advanced by the committee:

- John Hurley to be undersecretary for terrorism and financial crimes at the Treasury Department.
- Andrew Hughes to be deputy secretary of the Department of Housing and Urban Development.
- David Woll to be general counsel of HUD.
- David Fogel to be assistant secretary of commerce and director general of the U.S. and Foreign Commercial Service at the Department of Commerce.
- Landon Heid to be an assistant secretary of commerce at the Department of Commerce.

## CFPB Asks Court to Vacate Medical Debt Rule

The CFPB has reached an agreement to end a lawsuit challenging its medical debt reporting rule by acknowledging the rule exceeded its authority.

The rule – issued in the final days of the Biden administration – requires reporting agencies to remove medical debt and medical bills from credit reports. It also prohibits lenders from considering medical information when making lending decisions.

The rule was challenged in federal court by groups representing credit unions and the credit reporting industry. The CFPB joined with the plaintiffs on Wednesday in asking the court to vacate the rule. Among other things, the CFPB and plaintiffs said the court should find the rule unlawful because it exceeds the bureau’s statutory authority. The court has not decided whether to grant the request.

Lawmakers in the House and Senate have introduced a Congressional Review Act resolution to overturn the rule.

## FCC Proposes Call Authentication Requirement for Non-IP Networks

The Federal Communications Commission has voted to advance a proposal to create a new call authentication requirement designed to limit criminal access to the U.S. calling network.

Current FCC rules require voice service providers to implement the “STIR/SHAKEN” call authentication framework, which requires calls to be signed at origination and attested through the call pathway until the call reaches the recipient. STIR/SHAKEN works only over IP networks, and not over non-IP networks. The proposed rulemaking issued would require voice service providers that use a non-IP network – that is, a legacy time division multiplexing network – to implement a caller ID authentication framework for that non-IP network within two years.

In a statement, Paul Benda, EVP for risk, fraud and cybersecurity at ABA, applauded the FCC vote, calling it an important step forward in the fight against fraud. “Voice calls that impersonate banks and other legitimate businesses harm consumers and undermine those businesses’ ability to communicate with their customers,” Benda said. “While the FCC has made strides to limit criminal access to the nation’s calling network, bad actors have exploited this gap in our caller ID authentication framework to commit consumer fraud.”

**Read more:** <https://docs.fcc.gov/public/attachments/DOC-411101A1.pdf>

## Commercial Banks’ Farm Lending Strong into Q1

A recent report from the Federal Reserve Bank of Kansas City says farm lending activity at commercial banks continued to be strong into the first quarter of 2025, while the pace of growth eased slightly.

According to the Kansas City Fed’s Survey of Terms of Lending to Farmers, the volume of farm operating loans increased sharply from a year ago alongside an increase in the number of large loans. Demand for non-real estate agricultural loans has grown over the past year alongside elevated production expenses and a



contraction in farm-sector liquidity, Fed economists reported. The growth was recorded during the survey period in early February, ahead of recent distribution of assistance payments from the American Relief Act, which could potentially improve liquidity for some producers, the report said. Economists with the Kansas City Fed cautioned that crop prices are likely to continue weighing on financial conditions in the sector and could keep demand for financing elevated.

The volume of new non-real estate farm loan activity at commercial banks increased about 4% from a year ago. Loans for miscellaneous purposes “remained subdued,” while the volume of loans for key types of farm debt increased considerably more, according to the survey. The increase is largely attributed to loans for operating expenses, which grew by more than 30% for the third consecutive quarter.

The share of new loans larger than \$500,000 increased sharply for the second consecutive year, rising to about 3.5% in the first quarter. Interest rates on most types of agricultural loans declined slightly. The average rate charged on non-real estate farm loans dropped on average, by about 30 basis points from the previous quarter. Average rates were around 80 basis points lower than this time last year, but remained above the average of recent decades, according to survey findings.

**Read more:** <https://www.kansascityfed.org/agriculture/agfinance-updates/farm-lending-increases-alongside-larger-operating-loans/>

## SBA Reinstates Stronger Underwriting Requirements for 7(a) Loans

The Small Business Administration has reinstated stronger underwriting requirements for 7(a) loans through the issuance of a Standard Operating Procedure document.

The 7(a) program is a loan guarantee program designed to encourage lenders to provide loans to small businesses that might not otherwise have access to financing. Under the previous administration, SBA loosened underwriting requirements through a 2023 final rule that many have attributed to the recent rise in default rates for 7(a) loans.

The SOP also reinstated the franchise directory – a resource that assisted 7(a) lenders with determining the eligibility of a franchisee for a 7(a) loan before it was discontinued in 2023. In addition, the SOP restored a requirement that small business borrowers provide a 10% equity injection when the borrower is a startup or when the borrower is purchasing an existing business.

**Read more:** <https://colemanreport.com/wp-content/uploads/2025/04/SOP-50-10-8-effective-6.1.2025-Final.pdf>

## Customer Satisfaction with Personal Loans Holds Steady

Overall customer satisfaction with personal loans has remained largely flat, according to J.D. Power’s 2025 U.S. Consumer Lending Satisfaction Study. Overall customer satisfaction with personal loans was 704 on a 1,000-point scale, up only two points from the 2024 study.

One in four (25%) of personal loan customers were classified as financially healthy this year, down from 27% in 2024 and 33% in 2023, J.D. Power said. During that same period, the percentage of customers identified as financially vulnerable increased to 47%, up from 45% in 2024 and 40% in 2023.

The survey also found that data security was a high priority for customers. On average, overall customer trust scores 203 points higher when personal loan customers perceive that their lender has a secure lending process that protects their personal information, J.D. Power said.

**Read more:** <https://www.jdpower.com/business/press-releases/2025-us-consumer-lending-satisfaction-study>

## CFPB Ends Pandemic-Related Mortgage Foreclosure Relief

The CFPB has issued an interim final rule ending protections for mortgagors experiencing hardships due to the COVID-19 pandemic.

The CFPB in 2021 implemented safeguards meant to help borrowers facing foreclosure as a result of a COVID-19-related hardship, such as allowing mortgage servicers to offer certain loan modifications. The policy remained in place after the public health emergency created by the pandemic officially ended in 2023. Then in 2024, the CFPB proposed a rule to require servicers to offer the same loan modifications to all borrowers experiencing difficulties, not just those experiencing a pandemic-related hardship. That rule was not finalized, with the bureau stating it received no public comments on the proposal.

In a Federal Register filing, the CFPB pointed to the end of the public health emergency as the reason the protections are no longer needed. It also said that ending the policy is consistent with the Trump administration’s push to streamline regulation.

**Read more:** <https://www.federalregister.gov/documents/2025/05/16/2025-08643/protections-for-borrowers-affected-by-the-covid-19-emergency-under-the-real-estate-settlement>

## Stablecoin Legislation Hits Roadblock in Senate

A bill to create a regulatory framework for stablecoins stalled in the Senate after it failed to generate enough votes to advance. Afterward, Senate Republicans vowed to continue working to pass the legislation.

The Guiding and Establishing National Innovation for U.S. Stablecoins, or GENIUS, Act would establish procedures for institutions seeking licenses to issue stablecoins and establish regulatory standards for stablecoin issuers. Senate Majority Leader John Thune (R-S.D.) expedited a vote on legislation after it cleared the Senate Banking Committee, but bipartisan support for the bill evaporated in recent days.

A vote to invoke cloture on the GENIUS Act failed after Democrats demanded several changes be made, including language to prevent government officials from profiting from stablecoin ventures. Democrats pointed to recent business ventures by President Trump and his family in digital assets as the primary reason the language was needed. They also called for language to prevent “Big Tech” firms from issuing stablecoins and more consumer protections.

“If the majority wants to establish a durable legal framework for digital assets, rather than just try to score political points, they will take these concerns seriously and agree to improve the bill,” Senate Banking Committee Ranking Member Elizabeth Warren (D-Mass.) said in a statement before the vote.

Committee Chairman Tim Scott (R-S.C.), who was the lead sponsor on the bill, blasted Democrats for a “disappointing display of political gamesmanship that puts partisan politics above policy and obstruction above innovation.”

“Entrepreneurs and developers want clarity so they can build here in the United States of America, not be pushed offshore into a regulatory environment that is confusing,” Scott said.

## Debit Card Skimming Declined In 2024

The number of compromised debit cards resulting from skimming activity declined in 2024, but financial institutions and customers should remain vigilant, according to new figures by credit scoring firm FICO.

More than 231,000 debit cards in the U.S. were compromised by skimming in 2024, representing a 24% decrease from the year before, when more than 315,000 cards were affected, according

to a FICO blog post. Still, the firm noted that much of that decrease was because of a slowdown in compromise activity during the first half of 2024, with the second half of the year seeing a notable rise in activity.

“Based on preliminary data from the first quarter of 2025, I expect to see continued increases in skimming points of compromise and compromised cards for 2025,” wrote Debbie Cobb, VP for product management at FICO.

While the majority of compromises still occur at nonbank ATMs, bank ATMs currently represent 27% of compromise locations, according to FICO. Among the top states for compromise activity were California, Maryland, Colorado, New Jersey and Virginia.

**Read more:** <https://www.fico.com/blogs/debit-card-compromise-2024-events-number-compromised-cards-down>

## OCC Clarifies Bank Authority to Engage in Crypto Custody

The OCC announced banks are free to engage in cryptoasset custody and execution services as long as such activities are carried out in a safe, sound and legal manner.

The OCC issued an interpretive letter to clarify bank authority on providing crypto custody services. Among other things, the OCC said national banks and federal savings associations may buy and sell assets held in custody at the customer’s direction, and that they are permitted to outsource to third parties bank-permissible crypto-asset activities, including custody and execution services, subject to appropriate third-party risk management practices.

“As with any activity, a bank must conduct cryptoasset custody activities, including via a sub-custodian, in a safe and sound manner and in compliance with applicable law,” OCC said in a statement.

The Trump administration has taken a friendlier approach to cryptocurrency than the Biden administration, which often emphasized the risks that digital assets pose to the financial system. The OCC in March published an interpretive letter rescinding the agency’s previous policy on bank engagement with cryptocurrency “to reaffirm that a range of cryptocurrency activities are permissible in the federal banking system.” Then in April, the FDIC and Federal Reserve rescinded two joint statements on the risk management obligations of financial institutions should they offer crypto-related services.

**Read more:** [https://www.occ.gov/topics/charters-and-licensing/interpretations-and-actions/2025/int1184.pdf](https://www OCC.gov/topics/charters-and-licensing/interpretations-and-actions/2025/int1184.pdf)

## CFPB To Deprioritize Enforcement of Buy Now, Pay Later Rule

The CFPB announced that it will not prioritize enforcement of a 2024 rule defining lenders who provide buy now, pay later products as credit card providers under the Truth in Lending Act.

The CFPB issued the interpretive rule under former Director Rohit Chopra, alleging that its decision to regulate BNPL products as credit card products was consistent with Regulation Z, which implements the Truth in Lending Act. The ABA was among the groups that criticized the CFPB's actions, saying the rule should have gone through the statutorily required public notice and comment process for new regulations.

In a brief statement, the CFPB announced its decision to deprioritize enforcement of the rule, instead focusing on “pressing threats to consumers, particularly servicemen and veterans.”

## Many Americans Worry About Covering Unexpected Bills

More than one in three Americans are not confident they have enough savings to cover unexpected bills, according to a new survey by TD Bank.

TD Bank's Financial Preparedness Survey found that 46% of respondents think about financial preparedness every day. However, 47% do not feel financially prepared for retirement, due to a lack of monthly savings or usage of retirement accounts. Thirty-six percent said they are unsure if they could cover unexpected bills. Nearly three in four respondents (72%) have been affected by unexpected bills, especially medical emergency bills, which have led to debt (59%), reallocating savings to cover the costs (33%) and financial instability (31%).

The survey also found that many respondents believe owning a home is part of the American dream, but one-third have a negative outlook on their ability to purchase a home due to affordability (55%), the cost of borrowing money (32%), and economic uncertainty and job stability (29%).

**Read more:** <https://stories.td.com/volumes/default/TD-Bank-Financial-Preparedness-Survey-2025Report.pdf>

## Internet Crime Losses Rose 33% In 2024

Reported losses from suspected internet crimes exceeded \$16 billion in 2024, representing a 33% increase from the year before, the FBI's Internet Crime Complaint Center said in its annual report.

IC3 received more than 859,000 complaints last year, with roughly 30% of complaints reporting an actual loss. The average loss was \$19,372. The top three cybercrimes by number of complaints were phishing/spoofing, extortion and personal data breaches. Victims of investment fraud, specifically those involving cryptocurrency, reported the most losses – totaling more than \$6.5 billion.

Individuals aged 60 or older were the most likely to file complaints and reported the most in total losses at \$4.8 billion. Individuals aged 40-49 and 50-59 reported total losses of \$2.2 billion and \$2.5 billion, respectively.

**Read more:** [https://www.ic3.gov/AnnualReport/Reports/2024\\_IC3Report.pdf](https://www.ic3.gov/AnnualReport/Reports/2024_IC3Report.pdf)

## Automated Web Traffic Growing Cybersecurity Issue for Financial Institutions

More than half of web traffic is now automated with financial institutions a top target for malicious bots, according to a new report by the cybersecurity firm Imperva. The firm found that in 2024, automated traffic surpassed human activity, accounting for 51% of all web traffic. Thirty-seven percent of traffic was the result of “bad bots,” which include malicious automated software that targets consumers and businesses.

The U.S. is the top target for bad bots with financial services the fourth most targeted industry, following travel, retail and education. However, financial services were the top industry for API attacks, in which bad actors attempt to break into a computer system to steal data. It was also the top industry for account takeover attacks, in which hackers gain access to a customer's account.

“The proliferation of APIs in the industry has expanded the attack surface for cyber criminals who target API vulnerabilities such as weak authentication and authorization methods, to conduct account takeover and data theft,” the report concluded.

**Read more:** <https://www.imperva.com/resources/resource-library/reports/2025-bad-bot-report/>





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# From the CORNER CHAIR

Deneen Axtman | NDBA CHAIR | Cornerstone Bank, Fargo



Hello Bankers!

Can you believe that Spring is really here?! And it's raining... much needed rain for our ag economy is being welcomed. I could have done without the sideways rain pelting me in 40 degree weather at the track meet last week. But first and foremost, I'm a North Dakotan, so I'm still welcoming it.

This time of year also brings graduations, the wheat popping up, lawns being mowed regularly – and let's just enjoy all of that before the mosquitos show up. That's one of those thoughts that leads us to the question, "Why do we live here, work here, and bank here?" That's easy – because there is no place we would rather root ourselves. North Dakota is not only rich in agriculture, energy, and business climate, but it's rich in culture. It's a state full of good people; hard-working people who care about their neighbors, who value honesty and integrity, who want to help each other succeed and live full lives. It's a culture of lifting each other up through mentoring, generosity and volunteering. And we all are so fortunate to be part of that. North Dakota banks play a vital role in the culture of North Dakota, helping to keep businesses on main streets, volunteering in our communities, offering scholarships to North Dakota kids, and helping agriculture and energy thrive. This is what we do and I'm so happy and proud to be a part of it! I hope you are too!

So as we read about what's going on in Washington every day – CFPB rescinding rules, regulators redefining their roles, and legislators trying to determine what's right and wrong – stay rooted in what we do and what we do well. We support our communities and our state. We make good decisions to help our customers meet their goals. And once in a while, we make bad ones but we learn from them and hopefully we help our customers learn and grow as well. Whatever the decision, we own it. That's who we are in this industry – we own the culture we've created.

Keep being awesome, North Dakota bankers! You make a difference every day!

Hope to see many of you at Convention. If you haven't already registered, please do so soon. It's less than three weeks away and sure to be a great time gathering with our counterparts from Montana, Wyoming, and South Dakota in the beautiful Black Hills of South Dakota.



Deneen

[CLICK HERE](#)  
for full  
obituary

# IN Loving Memory



## James Douglas Schlosser

August 13, 1937 - April 26, 2025

Executive Vice President of North Dakota Bankers Association  
1990 - 2005

We remember and honor the life of Jim Schlosser, a remarkable man whose deep commitment to his community left a lasting legacy. His service on numerous boards, his leadership as chairman of many committees, and the many offices he held are a testament to his dedication and passion for making a difference. Recognized as Outstanding Man of the Year in both Bismarck and the state of North Dakota, he embodied the spirit of service and civic pride.

His love for North Dakota and his community was evident in everything he did. He was a guiding force, a steady presence, and an inspiration to all who knew him. He will be deeply and truly missed.

# PROFESSIONAL TRAINING



North Dakota Bankers Association

## Education Events

For more information regarding these educational opportunities, visit [www.ndba.com](http://www.ndba.com) or contact Dorothy Lick, SVP of Education, North Dakota Bankers Association, 701.223.5303.

EVENT	DATE	LOCATION	WHO SHOULD ATTEND?
<b>Dakota School of Banking</b>	June 1-6	University of Jamestown, Jamestown ND	Attendees are generally first- or mid-level managers seeking advancement in their banks and careers. Others are also encouraged to attend.
<b>Quad States Convention</b>	June 8-10	Rapid City SD	Presidents, CEOs, senior management staff, lenders, marketing team members and sales managers.
<b>Virtual Fraud Academy</b>	August 12-14	Virtual Live Event	Employees from all levels of banking, operations personnel, front line personnel, BSA officers, compliance officers, deposit specialist and security officers.
<b>Regional Member Meetings</b>	September 8-11	Grand Forks, Fargo, Bismarck, Minot	All NDDBA Members!
<b>Effective Leadership Seminar</b>	September 30 - October 1	Holiday Inn, Bismarck	Individuals in leadership roles who want to increase their effectiveness – executives, managers at all levels, project managers, team leaders and supervisors – will reap many benefits from this presentation.
<b>Ag Credit Conference</b>	October 2-3	Radisson Hotel, Bismarck	Both entry-level and experienced ag lenders will gain valuable information.
<b>BLUE-U Defense: Bank Security &amp; Leadership Training</b>	October 7 October 8	Holiday Inn Bismarck Holiday Inn Fargo	Security officers/ directors, operations managers, auditors, HR directors, legal staff, loan officers, disaster recovery managers, collection staff and fraud investigators are invited.
<b>NDDBA Peer Group Consortium</b>	October 20 October 21	Reception - ND Heritage Center Consortium - ND Nat'l Energy Center of Excellence	Those involved in individual peer groups (Audit, HR, Compliance, Fraud, IT, ERM, Communications/Marketing, Teller Supervisors) are encouraged to attend.
<b>IRA Essentials</b>	October 27 October 29	Delta Hotel, Fargo Courtyard, Bismarck	IRA Essentials gives attendees a solid foundation of IRA knowledge. This is a beginner's session; no previous IRA knowledge is assumed.
<b>Advanced IRAs</b>	October 28 October 30	Delta Hotel, Fargo Courtyard, Bismarck	This is an advanced session; previous IRA knowledge is assumed.
<b>HSA Workshop</b>	October 31	Courtyard by Marriott, Bismarck	This is a beginner's session; no previous HSA knowledge is assumed.



# ONLINE EDUCATION



## Upcoming Bank Webinars

EVENT	DATE
Data Privacy 101	06/02/25
ACH 101: Learn the Essentials of ACH Processing	06/03/25
Reg E Investigations	06/03/25
Common Issues in HMDA Data	06/04/25
Dealing with the Tough Employee Stuff: Utilizing Coaching and Improvement Plans	06/04/25
Appraisal Review Workshop	06/05/25
The Role of AI in Risk Management and Banking: Innovations, Challenges, and Future Trends	06/05/25
AI FAQs for Bank Accountants	06/06/25
CRE Lending Training Program- Part 1	06/09/25
2025 Fair Lending All-Day Live Streaming	06/10/25
Compliance for the Board: Meeting Annual Training Requirements	06/10/25
Consumer Collections 101	06/10/25
Compliance Responsibilities for Defaulted Mortgages: Foreclosures and Loss Mitigation	06/11/25

EVENT	DATE
Commercial Lending Training Program- Part 1	06/11/25
3 Part Series- Part 1: The Evolving Threat of Business Email Compromise	06/12/25
ACH File Formats: Learn ACH File Formatting and Prepare for the AAP Exam	06/12/25
2025 Call Report: Common Exam Issues	06/13/25
Financial Statement Analysis	06/16/25
Responsibilities of the Information Security Officer	06/17/25
Bank Accounting: Effective Internal Controls and Enterprise Risk Management - 2 Part Series- Part 1	06/17/25
Bi-Monthly Compliance Briefing - June 2025	06/18/25
Bank Accounting: Effective Internal Controls and Enterprise Risk Management - 2 Part Series- Part 2	06/18/25

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Dave DeFazio is EVP of Strategy and Solutions at StrategyCorps. He's armed with a passion for banking strategy, and always exploring the intersection of data, marketing, and technology. He downloads banking apps for fun. On the weekend. And talks about them at dinner with his family.

### **THE INTANGIBLE IT**

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Jack graduated with honors at DePauw University (yes, DePauw with a W) and has been a regular contributor to HuffPost. For the last decade he has been entertaining companies, schools and associations worldwide, while delivering actionable takeaways to make a real difference in the workplace.

**CONVENTION WEBSITE**



Is there someone at your organization that you think we **need to know**? Nominate them to be featured in NDBA's new Bulletin article series, "**Bankers You Should Know**."

From front-line bankers to management, there are so many hidden gems in our banking community. These bankers demonstrate exceptional dedication and initiative, consistently exceed expectations in their role, give back to their community, or always go the extra mile to support their team and the organization. Nominate a banker today!

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# Heidi Fischer

Border Bank  
Fargo



MAY 2025

## BANKER YOU SHOULD KNOW



This month's "Banker You Should Know" is Heidi Fischer, AML/CFT Officer at Border Bank in Fargo, who works remotely from New Salem.

Dez Kiefer, compliance officer with Border Bank in Fargo, nominated Heidi and wrote, "Heidi is an invaluable member of our team and serves as a role model to her colleagues. Heidi's contributions were pivotal in ensuring the ongoing success and development of the AML/CFT program. I look forward to continuing our collaboration as we strengthen and expand both the AML/CFT and compliance programs."

### How long have you worked in the banking industry and what led you to this career?

**Heidi: 11 years. My banking career has always been with Border Bank.**

"We had recently moved to a new rural community; I was looking for a way to meet new people within

the community and having a retail background banking just made sense."

Heidi originally wanted to become a chef but quickly realized that she enjoyed cooking and baking more as a way to relax, not as a long-term career.

### What is the most fulfilling part of your job?

**Heidi: Knowing that my work has directly supported law enforcement in investigating financial crimes and helping to deter and prevent future offenses.**

In 2023/2024, Heidi was instrumental in an investigation working directly with the IRS and other federal agencies to provide documentation and surveillance footage in relation to a fraud case.



## What is the best gift you have been given?

**Heidi: Family**

"We have a large, close-knit extended family, and we make it a priority to gather with all the grandparents, aunts, uncles, and cousins at least once a year."

## What is something that you've learned recently?

**Heidi: I have recently taught myself to can and preserve food.**

## What skill would you like to learn that's unrelated to work?

**Heidi: I have always wanted to try fly fishing.**

"I enjoy both summer and ice fishing. There's something about fly fishing that just seems relaxing."

## What's one piece of advice you'll never forget?

**Heidi: "Different isn't bad, it's just different"**

No two individuals or situations are the same and just because they are different doesn't mean they are wrong or negative.

In her position as AML/CFT Officer, Heidi earned her CBAP certification and took the lead in the successful implementation of new Customer Identification Program (CIP) and OFAC verification and monitoring software. Dez Kiefer added, "Heidi provided invaluable guidance to me, as the new Compliance Officer, helping me navigate the Bank's culture, processes, and operational intricacies."

**Heidi Fischer is definitely a banker you should know!**

Heidi with daughter, Evelyn



Burton, Evelyn and Heidi

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# NDBA's New Accounts Training Held in April

NDBA's Opening New Accounts seminars were held April 23 in Fargo and April 24 in Bismarck. Matthew Dickinson's presentations covered new account opening procedures and compliance. Each participant received a manual customized to North Dakota law to use as a valuable resource.



*"Matt is engaging and initiated good discussion and conversation throughout the event."*

*"Great speaker! Lively, knowledgeable, and was very thorough in explaining everything."*



*"Matthew was fantastic! He was great at keeping people engaged and using real life scenarios to make situations relevant."*

*"Matt did an excellent job interacting with the audience to give great examples and help us better understand the topic."*







### NDBA's Loan Documentation Seminars Draw Big Crowds

Nearly 150 bankers participated in NDBA's Loan Documentation and Loan Enforcement Seminars held May 20 in Fargo and May 21 in Bismarck. Presented by Tracy Kennedy and Ryan Ames from Zimney Foster, the programs offered practical insights and real-world stories from decades of experience. Topics included loan agreements, promissory notes, mortgages, security agreements, guaranties, financing statements, subordination and intercreditor agreements, assignments, and workout agreements.

The course also covered North Dakota legal remedies such as foreclosure, claim and delivery, self-help repossession, and borrower bankruptcy. Thank you to Bank of North Dakota for helping to sponsor this well-attended event.



*"I appreciated the in-depth material and the opportunity to ask questions regarding the material. Overall, was a very good experience!"*

*"Great presenters and applicable content!"*



*"The content was very good. The seminar manual will be a good document to reference in the future."*

*"Great speakers who kept us engaged with a fast paced class with lots of detailed information. Great seminar from start to finish."*

*"Ryan and Tracy are awesome!"*





# NDBA PHOTO HIGHLIGHTS



Left:

The NDBA Chief Credit Officer Peer Group gathered for an excellent peer discussion on May 13 at Bell Bank, Fargo. Participants submitted discussion topics in advance and covered everything from the impact of tariffs, regulatory exams, artificial intelligence governance, reporting structure for credit review to ongoing CECL monitoring.

Thank you to Steve Larson, Gate City Bank, for facilitating the meeting. Participants commented on how valuable it is to build relationships and have "go to" contacts among their peers.

For more information on the NDBA Peer Groups, contact Ann Reich, SVP of Strategic Partnerships, at [ann@ndba.com](mailto:ann@ndba.com).



Right:

Kirkwood Bank's Janelle Frederick and First Western Bank & Trust's Kelsey Aller at GSB HR Management School



Left:

NDBA's Ag Committee met May 14 at the NDBA offices to discuss the current ag climate across the state, national and state legislative issues, and plans for the fall Ag Credit Conference, which will be held October 2 & 3, 2025, at the Radisson Hotel in Bismarck.

Pictured left to right:

Dorothy Lick, NDBA; Dustin Nagel, Dakota Heritage Bank; Jim Leier, BND; Kayla Macheledt, TruCommunity Bank; Simon Anderson, Bank Forward; Matt Evenson, BankNorth; Josh Elder, The Union Bank; Rick Clayburgh, NDBA; Pete Burgard, Merchants Bank; Rory Timm, Unison Bank; Jon Leadbetter, Choice Bank; Kory Harper, Bravera Bank; Brian Dukart, Dacotah Bank; Paige Kjesbo, American Federal Bank; Victoria Goven, BND, and James Reiner, Starion Bank.

Attending virtually were Dianne Pierce, Dakota Western Bank; Andy Gilje, Rolette State Bank; and Julie Byron, First United Bank.



*Dakota School of Banking*



## **Raymond Awarded Dakota School of Banking Scholarship**

Will Raymond, loan processor at First State Bank in Thompson, ND, has been awarded the Dakota School of Banking scholarship. Awarded each year to a first-year student from an NDBA or SDBA member bank, the \$450 scholarship is based on the students' future goals in banking, industry involvement, and reasons for attending the school.

"Will possesses many leadership qualities and is eager to learn," said Randy Knudsvig, First State Bank senior lender. "We are excited to see Will take this next step in his banking career."

Raymond completed a degree in finance from the University of North Dakota and has six years of banking experience. He is active in NDBA and volunteers in his community.

Congratulations Will!

For more information about the Dakota School of Banking, visit [www.ndba.com](http://www.ndba.com).



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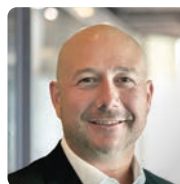
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### MAY 2025 EDITION



Half of people in the United States will be diagnosed with a mental disorder at some point in their lifetime.

## Boosting Your Mental Health Daily

Mental Health Awareness Month is observed every May to help break the stigma and support people living with mental health conditions. Mental illness refers to a range of diagnosed conditions that affect a person's mood, behavior, feelings, thinking and, ultimately, ability to function in daily life.

Millions of Americans live with serious mental disorders, such as anxiety, major depression and bipolar disorder. Mental health plays a huge role in your overall health and well-being. It affects everything, including how you think, feel and act, and helps determine how you make healthy choices and cope with stress. Mental health is always there; your state continually changes depending on resources and challenges. Focusing on maintaining or improving your mental health is important, so here are five ways to boost your mental health on a daily basis:

1. **Express gratitude.** Taking five minutes daily to write down the things you are grateful for has been proven to lower stress levels and help you achieve a more positive mindset.
2. **Be kind.** Helping others and being kind not only helps the recipient but can also benefit your mental health. Simply holding the door for someone or giving a compliment can go a long way.
3. **Get moving.** Exercising regularly can benefit your brain function, reduce anxiety and improve your self-image.
4. **Get a good night's sleep.** Fatigued individuals typically experience drowsiness, mood changes, loss of energy and appetite, headaches, and a lack of motivation, concentration and alertness. Strive for seven to eight hours of quality sleep a night.
5. **Spend time outdoors.** Getting outside, especially when it's sunny, can greatly improve your mood and ability to focus.

Seek help from your primary care doctor or a mental health professional if you're concerned about your mental health. If you need mental health-related crisis support or are worried about someone else, the 988 Suicide and Crisis Lifeline is available by calling or texting 988 and chatting online at [988lifeline.org](https://988lifeline.org).

## Spring Clean Your Routine

Spring isn't just for cleaning out your closet. It's also a great time to refresh your mind and body. It's important to check in on yourself regularly; a routine refresh can help you avoid illness, reduce stress and feel in control. Consider the following ways to freshen up your daily routine this spring:

Assess your current routine. The first step in spring cleaning your routine is to take stock of your current habits and activities. Are there tasks or commitments that no longer serve you? Are there areas where you feel overwhelmed or stressed?

- **Declutter your home.** No clothing, equipment or other belongings are off-limits, so get rid of items you don't use anymore.
- **Create space for self-care.** Prioritize self-care activities or take a few moments each day to relax and recharge. You can better manage stress and improve your overall well-being by carving out time for the activities you enjoy.
- **Reset your recipes with seasonal produce and other ingredients.** Spring produce includes vegetables like asparagus, artichokes, radishes, rhubarb and peas, as well as fruits like strawberries. In-season produce is picked at the peak of their freshness and nutritional value, packed with essential vitamins, minerals and antioxidants that boost the immune system.
- **Establish healthy habits.** For example, you could commit to a regular sleep schedule or incorporate more movement into your day.

Refreshing your routine can have a profound impact on your mental health. It can help you reduce stress, increase feelings of control and improve overall well-being. Start spring cleaning your routine today to create one that supports your mental health and enables you to thrive in spring and beyond.

MAY 2025 EDITION

### Reducing Processed Food in Your Diet

Processed foods have become a staple in American diets due to their convenience, taste, affordability and long shelf life. Yet, an increasing number of health experts are warning of the concerning impacts of these foods.



A diet largely consisting of processed food can lead to chronic diseases, mental health issues and even early death.

Consider the following tips to remove ultra-processed food from your diet:

- Read the label, checking for high amounts of additives, preservatives, sulfites, saturated and trans fats, and added sugar and salt.
- Shop the perimeter of the grocery store and buy whole foods like fruits and vegetables.
- Have healthy snacks on hand.
- Swap refined grains—such as white pasta, rice and bread—for whole-grain options.
- Cook meals at home and prep ahead of time.
- Avoid processed meat (e.g., sausage, hot dogs and lunch meat).

Cutting highly processed items out entirely can be difficult, so start with these small steps. Before making dietary changes, consult your doctor.

### MONTHLY RECIPE



#### STRAWBERRY MANGO FETA TOAST POINTS

Makes: 4 servings

##### INGREDIENTS

- 1 mango, ripe (divided)
- 2 cups strawberries (divided)
- ½ cup fat-free feta cheese crumbles
- 2 Tbsp. balsamic vinegar
- 1 cup basil leaves (plus 2 Tbsp. for topping)
- 2 Tbsp. olive oil
- 4 slices whole wheat bread

##### PREPARATIONS

1. Peel and pit the mango. Dice ¾ of the mango and ¾ of the strawberries; place in a large bowl with feta cheese. Put the remaining fruit, ¼ cup basil, vinegar and oil in a blender and blend.
2. Pour the blended vinaigrette over the fruit-feta mix and toss gently.
3. Chop the remaining basil leaves.
4. Toast the bread slices and cut each slice diagonally.
5. Top the toast points with the dressed fruit-feta mix and chopped basil.

##### NUTRITIONAL INFORMATION

(per serving)  
Total calories: 240  
Total fat: 8 g  
Protein: 17 g  
Sodium: 390 mg  
Carbohydrate: 33 g  
Dietary fiber: 5 g  
Saturated fat: 2 g  
Total sugars: 17 g

Source: MyPlate





ND



## June 2025 Webinars

Boost your emotional health by joining us for live webinars led by Learn to Live's clinical team.

**Squirrels and Shiny Objects: Addressing Problems with Focus and ADHD:** Do you find it hard to pay attention, stay organized, or avoid distractions? Whether or not you have ADHD, these problems can make daily life tough. But there is good news. Cognitive Behavioral Therapy (CBT) can help. Join this conversation with the Learn to Live clinical team as we explore how CBT can help those living with lack of focus and productivity challenges.

[Tuesday, June 10th: 10-10:30am CST/11-11:30am EST](#)

**Addressing Anxiety in Uncertain Times:** Join us for a discussion as we explore the impact of unease on our minds and body. In this time together, we'll reflect on common emotional responses to difficult situations, the toll of stress and anxiety on our well-being, and share thoughtful, practical strategies for managing anxiety and moving forward with greater resilience.

[Friday, June 13th: 11-11:30am CST/12-12:30pm EST](#)

**Raising Future Ready Kids 1: Resilience and Grit:** Kids face challenges ranging from peer pressure to criticism and that's not going to change anytime soon. Future ready kids will need both resilience—the ability to bounce back from hard things—and grit—the ability to stick with difficult tasks. Learn to Live's clinical team shares proven strategies to help you support your kids in bouncing back from life's challenges for now and the future.

[Tuesday, June 17th: 11-11:30am CST/12-12:30pm EST](#)

**Staying Refreshed and Preventing Burnout:** Do you ever feel like no matter how hard you try, you're still not thriving? If so, you're not alone and there is hope. While many of us feel that something is missing in our lives, recent studies show that 40% are feeling burnt out. In this presentation, the Learn to Live Clinical Team, will share the powerful impact of discovering and living by your values and offer practical insights about how to get past barriers that leave many of us feeling unfulfilled and drained.

[Friday, June 20th: 12-12:30pm CST/1-1:30pm EST](#)

**Everyone is Having Fun in the Sun – Why Don't I?** Do you experience a pattern of low mood setting in when summertime comes rather than the fun in the sun that others seem to be enjoying? Although Seasonal affective disorder (SAD) occurs mostly in the winter, a few, instead experience those feelings during the summer months. This is sometimes referred to as "Reverse SAD". Time spent indoors avoiding heat and humidity, disrupted sleep schedules, and late nights could lead to the struggles that those with Reverse SAD often experience. Join us for this 15-minute webinar and we'll share research-supported strategies to boost your mood.

[Thursday, June 26th: 12-12:15pm CST/1-1:15pm EST](#)

### To Register:

Click the link for the webinar of your choice and use the access code **BLUEND**. Upon registering, you will receive a confirmation email from Zoom.

If you cannot attend a live session, you can still register to receive a link to the recording.



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BND-24-0709480 • 5-24



# Free Cybersecurity Webinar: Human Vulnerabilities in a Digital Age

Wednesday, May 21, 2025 | 10:00 AM – 11:00 AM CT

## Protecting Financial Institutions from Human-Centric Cyber Threats

Cybercriminals are evolving—and increasingly exploiting **people** instead of just technology. From phishing and social engineering to deepfakes and AI deception, human vulnerabilities are a growing risk for financial institutions.

In this 45-minute webinar, plus a 15-minute Q&A, discover how psychological factors like fatigue and digital overload are exploited—and what you can do to reduce risk.

### What You'll Learn

- AI-driven cyberattacks and emerging threats
- Human behavior: fatigue, multitasking, decision-making
- Psychological triggers behind phishing and social manipulation
- How to equip teams to spot and stop threats
- Balancing usability with security in your systems

### Who Should Attend

Executives • IT Leaders • HR/L&D • Auditors • Security Pros

Ideal for anyone managing cybersecurity  
at a financial institution.

### FEATURING



Usman Choudhary, General Manager,  
VIPRE Security Group

Leader in advanced threat defense  
and behavioral cybersecurity.

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**Ryan Bakke, CPA**  
Financial Institutions Practice  
Segment Lead  
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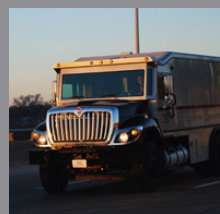


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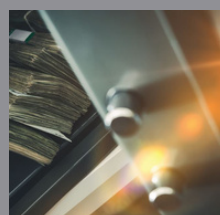
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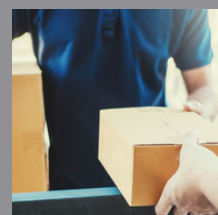
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## BUSINESS PARTNER FEATURE

# Soft Landing Versus Recession and the Impacts on Interest Rate Risk

**Luke Mikles**  
Senior Vice President  
Financial Strategies Group  
The Baker Group



The big question over the past year has been, will the Fed achieve the soft landing they are aiming for or will we hit a recession? Both outcomes have distinct impacts on interest rate risk, as the Federal Open Market Committee (FOMC) would be required to react differently in terms of cuts to the federal funds rate depending on the economic environment. A soft landing, where the economy slows down but does not result in a recession, would lead to a gradual lower fed funds rate. A soft landing, in theory, would also allow the FOMC to keep its long-term target rate at an elevated level for a longer period. A recession, a more pronounced and elongated downturn in the economy, typically leads to more severe cuts in rates both in terms of timing and magnitude in which the fed funds rate is decreased. This difference creates unique challenges for community financial institutions through changes in deposit pricing and composition, varying loan cash flows, and underscores the importance of accurate interest rate risk model assumptions.

First let's discuss a soft landing. It should come as no surprise to anyone that during the last rising rate cycle, deposit rates and the cost of funds surged. There was also a shift in deposit composition as non-maturing deposits saw an outflow of funds into certificates of deposits. The era of the "sleepy depositor" seems to have come to an end. If the

FOMC achieves a soft landing, meaning the fed funds rate would be higher for longer, it could mean that those same depositors would be less willing to take a lower rate. If deposit competition continues to be strong, the strain on cost of funds could remain. Deposit betas, which measure the sensitivity of deposit rates to changes in the federal funds rate, are a critical assumption that should be reviewed and discussed on a regular basis during this rate cycle. Overestimating the deposit beta and savings in interest expense as rates fall, creates an unrealistic and inaccurate picture of potential risks.

What issues does a recession bring to the interest rate risk world? Prepayment activity on loans has remained steady for the past few years due to the rapid increase in rates and the long end of the yield curve staying relatively steady. If a recession were to come, and in turn lead to fast and aggressive rate cuts, that prepayment activity for loans could accelerate aggressively. This presents increased option and reinvestment risk to the loan portfolio. If those cash flows come back much faster than anticipated at lower yields, interest income will see a direct hit. It will also be difficult to replace those yields, as the FOMC would have already decreased rates in this scenario. Ensuring accurate prepayment speeds, CPRs, is another critical assumption that should be reviewed and discussed on a regular basis.

Both scenarios present the need for differing model assumptions. In this current environment, it is important to run assumptions studies to review historical changes in those assumptions. A good example of an assumption study is a historical deposit beta analysis. This study would allow someone to look at deposit betas over a specific rate cycle and see what the actual impact of changes in fed funds was to deposit rates. Utilizing different stress tests and simulations within an interest rate risk/ALM model is also important. Even if a scenario seems unlikely, model what that impact would be to earnings and capital. Factoring in the examples above, stress deposits rates by significantly lowering the beta in falling rate environments or stress prepayments and loan cashflows by raising them in the more aggressive falling rate environments. These simple simulations can help management plan against unlikely events and make informed decisions.

As economic uncertainty persists, financial institutions must remain strong in their interest rate risk management. Whether the economy experiences a soft landing or enters a recession, accurately modeling assumptions such as deposit

betas, prepayment speeds, and deposit composition is essential for managing and mitigating interest rate risk. Implementing a proactive stress testing process and conducting regular historical assumption studies will help ensure that institutions are equipped to tackle whichever rate environment may lie ahead.

Luke Mikles is a senior vice president in the Financial Strategies Group at The Baker Group. He joined the firm in 2019, serving in the Interest Rate Risk Department. In 2023, Luke moved to the Financial Strategies Group, where he assists institutions with the risk management process and speaks at Baker's educational seminars across the country. Luke holds a Bachelor of Business Administration degree in energy economics from the University of Central Oklahoma.



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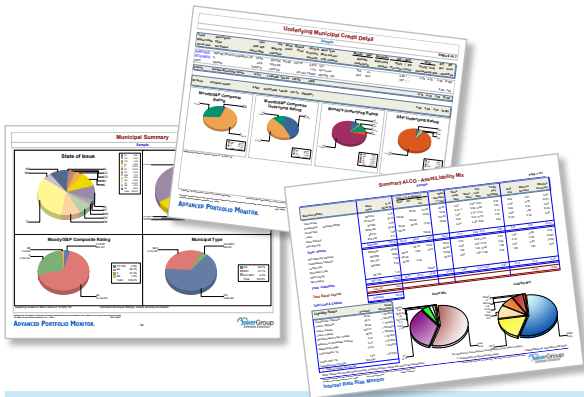


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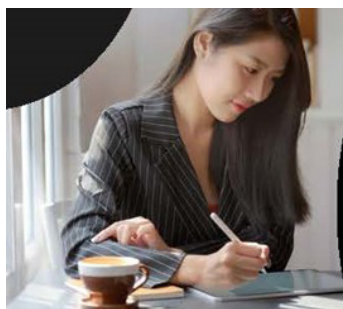
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# How to Safely Use Mobile Payment Apps and Services

Online payment systems or apps like Zelle, Venmo, and CashApp let you quickly send and receive money. If you link the service to your bank account or debit card, it's almost like handing someone cash. Be sure you know who you're sending money to. Once you send money, it's nearly impossible to get it back.



## AVOID SENDING MONEY TO A SCAMMER



**Don't click on links** in an unexpected email, text message, or direct message that asks you to send money. Don't give any personal or sensitive information like your username, PIN, or password.



**Confirm that you know the person** you're sending money to.



When sending to someone you know, **double-check their information** before you hit send.

## PROTECT YOUR ACCOUNTS



**Use multi-factor authentication.** This means you need two or more credentials to get into your account: your password plus something else like an authentication code or fingerprint.



**Never share your credentials,** like a verification code you get via text or authentication app.



**Set up alerts in the payment app** to get transaction notifications outside of the app environment, such as via email or text.



**Regularly check your payment app and bank accounts** to make sure no unauthorized payments have been sent from or accepted by your account.

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## BUSINESS PARTNER FEATURE

# ACT<sup>SM</sup> Deposit Program: A Simple Solution for Improving Your Bank's CRA Rating

**Diane Ellis**  
Senior Managing Director  
IntraFi



For many bank executives, meeting the Community Reinvestment Act requirements can feel like solving an intricate puzzle.

But a new initiative offers a safe, straightforward solution to one key aspect of CRA compliance.

Launched this past year by the Community Development Bankers Association (CDBA) and the National Bankers Association (NBA), the Advancing Communities Together<sup>SM</sup> Deposit Program provides banks with a secure and efficient way to fulfill their CRA obligations. By placing deposits into Community Development Financial Institutions (CDFIs) or Minority Depository Institutions (MDIs), your bank can earn credit toward the CRA's community development and investment tests.

"The ACT Deposit Program is a promising new tool for community and regional banks to earn CRA credit," says Brian Blake, CDBA's Chief Public Policy Officer and a former bank CRA officer, "ACT excels at meeting both the spirit and the letter of the CRA, and I believe it is very competitive compared with more complex, costly, or time-consuming alternatives."

### **How Does the ACT Deposit Program Work?**

The ACT Deposit Program uses IntraFi's ICS<sup>®</sup>, or IntraFi Cash Service<sup>®</sup>, so your bank's deposit

is eligible for millions of dollars in aggregate FDIC insurance at network banks. The minimum deposit under the program is \$1 million for banks with \$10 billion or less in assets and \$5 million for larger banks. And the deposits earn interest.

Note: IntraFi is not an FDIC-insured bank, and deposit insurance covers the failure of an insured bank. A list identifying IntraFi network banks can be found at [IntraFi.com/network-banks](https://IntraFi.com/network-banks). Certain conditions must be satisfied for "pass-through" FDIC deposit insurance coverage to apply.

Regulators define CRA "qualified investments" to include bank deposits with a primary purpose of community development. Under this definition, and subject to considerations such as the asset size and assessment area of the bank seeking CRA credit, deposits placed at CDFI and MDI banks qualify for CRA consideration.

While CRA guidelines require CDFIs to be located within a bank's assessment area to qualify for the credit, deposits into any MDI bank qualify regardless of geographic location. Currently there are 34 MDIs and 64 CDFIs<sup>1</sup> operating in 31 states participating in the ACT Deposit Program. You can see a full list of participating CDFIs and MDIs [here](#).

Blake notes that these deposits will help CDFIs and MDIs do even more to help underserved communities.

“ACT program deposits put capital to work in communities that need it most,” he says.

“Because CDFI and MDI banks operate in low-income or low-wealth communities, their funding options are limited—but they excel at financing affordable housing and small businesses, creating jobs, and expanding neighborhood facilities in low-income communities.”

Blake adds that ACT deposits offer banks qualitative benefits when it comes to CRA ratings, since the deposits meet standards of being responsive, flexible, and innovative. He concludes that “when leveraged by CDFI and MDI banks, ACT deposits go to very good use.”

## Learn More about ACT

If your bank is looking for a secure, effective way to meet CRA’s community development or investment tests, learn more by visiting the ACT Deposit Program website at <https://www.intrafi.com/act-deposit-program> or email Diane Ellis at [dellis@IntraFi.com](mailto:dellis@IntraFi.com).

You’ll be doing something smart for your bank while also supplying a CDFI or MDI with much-needed deposits to lend in their markets.

<sup>1</sup> Fifteen ACT Deposit Program banks are both CDFIs and MDIs.

Deposit placement in the ACT Deposit Program within ICS (“Program”) is subject to the terms, conditions, and disclosures in applicable agreements, including the ACT Addendum to the ICS Deposit Placement Agreement. A portion of a deposit placed in the Program may be allocated to IntraFi network banks that are not CDFIs or MDIs. The interest rate earned on Program deposits will likely be lower than the interest rate available on deposits outside of the Program. IntraFi and ICS are registered service marks, and ACT is a service mark, of IntraFi LLC.

Diane Ellis is Senior Managing Director at IntraFi. She leads the Advancing Communities Together<sup>SM</sup>, or ACT<sup>SM</sup>, Deposit Program for IntraFi.

Previously, she was the Director of the Division of Insurance and Research at the Federal Deposit Insurance Corporation (FDIC), where she led efforts to maintain the adequacy of the Deposit Insurance Fund and an effective and fair risk-based premium system, assess economic and financial sector risks to the banking industry, conduct policy-oriented research and analysis for rulemakings, and collect and publish bank financial information and statistics, including the Quarterly Banking Profile. She has extensive executive-level experience in deposit insurance pricing and fund management and was elected twice to serve as an Executive Council member for the International Association of Deposit Insurers. Earlier, she was a senior financial analyst and bank examiner with the FDIC.

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**Brad Cole** at (866) 776-6426,  
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Deposit placement through an IntraFi service is subject to the terms, conditions, and disclosures in applicable agreements. Deposits that are placed through an IntraFi service at FDIC-insured banks in IntraFi's network are eligible for FDIC deposit insurance coverage at the network banks. The depositor may exclude banks from eligibility to receive its funds. Although deposits are placed in increments that do not exceed the FDIC standard maximum deposit insurance amount ("SMDIA") at any one bank, a depositor's balances at the institution that places deposits may exceed the SMDIA before settlement for deposits or after settlement for withdrawals or be uninsured (if the placing institution is not an insured bank). The depositor must make any necessary arrangements to protect such balances consistent with applicable law and must determine whether placement through an IntraFi service satisfies any restrictions on its deposits. IntraFi is not an FDIC-insured bank, and deposit insurance covers the failure of an insured bank. A list identifying IntraFi network banks appears at <https://www.intrafi.com/network-banks>. Certain conditions must be satisfied for "pass-through" FDIC deposit insurance coverage to apply. To meet the conditions for pass-through FDIC deposit insurance, deposit accounts at FDIC-insured banks in IntraFi's network that hold deposits placed using an IntraFi service are titled, and deposit account records are maintained, in accordance with FDIC regulations for pass-through coverage.



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## 300X

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## #1

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## 42%

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zach.stover@arcticwolf.com  
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This 25-month leadership development program provides the tools you need to be successful in your banking career. At GSB, you'll develop the critical thinking skills and leadership talents to manage change and motivate people by drawing on a clear understanding of all areas of financial services management.

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Contact Jason to find out more about leveraging the power of Superior IRA & HSA to streamline your IRA and HSA programs



# BANK



## HAPPENINGS

### Bismarck

**Bank of North Dakota** recently hired **Sierra Maxon**, **Mike Burgard** and **Tiffany LaPoint**. Maxon joined BND April 21 as the new bank operations III position. Burgard joined BND May 1 as the new facilities manager. He has an associate degree in business management from Bismarck State College. LaPoint joined BND May 5 as a student loan customer service representative.



Sierra Maxon



Mike Burgard



Tiffany LaPoint

### Bismarck

**Dacotah Bank** is pleased to welcome **Jonathan Leonard** as a business banker. Leonard joins Dacotah Bank with 12 years of community banking experience, serving in several retail roles and most recently in business and commercial banking. Leonard attended the University of Jamestown, where he earned his bachelor's degree in business administration and financial planning.



Jonathan Leonard

### Bismarck

**Starion Bank** is proud to announce that Mortgage Banking Supervisor **Kassy Landis** has once again been named to the nation's most prestigious lists of top mortgage bankers.

The Scotsman Guide has included Landis in their Top Originators, Top Women Originators, and Top Emerging Stars of 2025. Mortgage Executive Magazine named her as one of the Top 1% of Mortgage Originators in America for 2025.

Landis has been a mortgage banking officer since 2012. She joined Starion in 2006 as a universal banker, advanced to business banking representative in 2007, and became a mortgage underwriter in 2008.

She is a member of Bismarck-Mandan Professional Women in Building, and as an affiliate member of both the Bismarck-Mandan HBA and Bismarck-Mandan Board of Realtors.



Kassy Landis

In addition to her recent accolades, Landis has been consistently recognized by both publications over the years. The Scotsman Guide previously honored her as one of the Top Originators in 2020, 2021, 2022, 2023, and 2024. Mortgage Executive Magazine has named her in the Top 1% of Mortgage Originators In America for 2015, 2016, 2019, 2020, 2021, 2022, 2023, and 2024.

### Jamestown

**Unison Bank** and its subsidiary, Uinsurance Agency, LLC., recently honored the following nine employees for their years of service and dedication.



Kelly Rachel  
40 years



Greg Bosch  
25 years



Dusty Neys  
15 years



Linda Stoterau  
10 years



Nadine Easton  
10 years



Renee Velenta  
10 years



Jenifer Helen  
5 years



Karen Moredich  
5 years



Sue Mitchell  
5 years

### Minot

**First Western Bank** is expanding to Chandler, Arizona. Leading the Chandler team are **David Scott**, Arizona market president, and **Christie Boutain**, SVP commercial banker, both bringing extensive experience and a strong commitment to community banking.



David Scott



Christie Boutain

The Arizona location will operate as a loan production office under the name "First Western" until regulatory approval is received to offer full-service banking, at which point it will join First Western's growing list of full-service community bank locations.

## Williston

**Katie Wilkens** has joined **American State Bank & Trust Company** as a new agricultural loan officer. Wilkens holds a BSA in agricultural economics and a minor in animal science from NDSU. She is an experienced agronomist and has been a certified Crop Advisor for 10+ years.



Katie Wilkens

**Brittany Lyons** has earned the Certified Trust and Fiduciary Advisor certification (CTFA) following three years of intense study at the esteemed Cannon Financial Institute. Lyons joined the **American State Bank & Trust Company** trust team in 2023 where she works in mineral management, investment management, and estate planning.



Brittany Lyons



## Bloomington, MN

United Bankers' Bancorporation, Inc. (UBBI), the parent holding company of **United Bankers' Bank (UBB)**, is pleased to announce the election of **David Krause** and **Brian Young** to its board of directors.



David Krause



Brian Young

Krause is the CEO of Pioneer Bank in Mankato, Minnesota. He began his banking career in 1984 and started his tenure at Pioneer Bank in 1986.

Young is the president and CEO of United Bancshares and The Union Bank Company in Columbus Grove, Ohio.



Dean Miller

UBBI also extends its sincere gratitude to **Dean Miller**, President and CEO of First National Bank of Bellevue, Ohio, who retired from the board after completing his nine-year term.

## Madison, WI

The **Graduate School of Banking** at the University of Wisconsin-Madison, consistently ranked among the nation's top banking schools, is pleased to welcome **Olivia Luster** to the newly created role of marketing coordinator.



Olivia Luster

Drawing on her experience in marketing and communications, Luster will support the GSB leadership team by creating content for digital and traditional marketing channels, managing social media, producing the GSB Connection newsletter, and assisting with event planning.

She holds Bachelor of Arts degrees in business management and communications studies from Luther College in Decorah, Iowa, where she was a presidential scholar and participated in multiple study abroad programs.

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The cost is \$25 to run in two consecutive issues of the Bulletin and be posted on NDBA's website for 6 weeks.

## Commercial Loan Servicer Bismarck or Fargo ND; or Madison WI



### Full job description and to apply: [click here.](#)

Starion Bank is seeking a full-time Commercial Loan Servicer in Bismarck or Fargo, North Dakota; or Madison, Wisconsin. This position may be eligible for remote work where the physical location is within 200 miles of one of our locations in ND or WI. Pay is dependent on experience.

#### Responsible for:

- Funding-boarding of new and renewed commercial-ag operating and real estate loans
- Maintenance of existing loans due to modification or Change in Term Agreements
- Ongoing monitoring of UCC filings, final title work, insurance, and real estate taxes for tickler management.
- Participation payments, wires, and maintenance.
- Balancing of applicable GL's and various internal accounts
- Keeping up to date with ongoing compliance regulations and changes and bank guidelines, policies and procedures.

#### You should have:

- One to three years similar experience and the equivalent of an associate's degree
- Strong organization, time management, and problem-solving skills
- Demonstrated ability to prioritize work, multi-task, and work independently
- Excellent oral and written communication skills
- Exceptional customer service skills
- Computer skills including Outlook, Word, Excel and Power Point

Starion Bank is a growing community bank known for providing local leadership, personalized service and community loyalty. We foster a culture where you can grow both professionally and personally, and we treat employees as our most important organizational asset.

Starion Bank offers a competitive salary and a full comprehensive benefit package including health, life, dental, vision, health savings account, 401K, profit sharing, paid vacation and holidays.

Join our team and work at a bank recognized as "Best of the Best" by Independent Bankers magazine and "50 Best Places to Work" by Prairie Business magazine! Apply online at [www.starionbank.com/careers](http://www.starionbank.com/careers).

*Starion is an Equal Opportunity Employer of women, minorities, protected veterans and individuals with disabilities.*

## *Honoring Those Who Have Passed*

During the NDBA Business Luncheon June 10 at the 2025 Quad States Convention in Rapid City, NDBA is privileged to recognize bankers who have passed during the last year.

If you know of someone that should be honored during this time, please forward that information to Jolene at NDBA, [jolene@ndba.com](mailto:jolene@ndba.com) or 701.223.5303.



## Chief Operating Officer Bismarck ND



### Full job description and to apply: [click here.](#)

Are you a strategic leader with a passion for community banking? If so, we want you on our team at Starion Bank. We are seeking an experienced and dynamic Chief Operating Officer to join our executive team and help drive the growth and operational excellence of Starion Bank, a progressive \$2B bank. As a key member of our leadership team, you will play a vital role in guiding our bank's future, enhancing efficiency, ensuring a future of digital banking and exceptional service to our customers and community.

### Key Responsibilities:

- Oversee daily bank operations, including deposit operations, business intelligence, vendor management, and information technology to ensuring efficiency, compliance and alignment with Starion's strategic goals.
- Oversee, manage and ensure compliance, and operational efficiency of our banking as a service (BaaS) relationship with DoorDash, a multi-billion dollar company, through providing a debit card program for the company's network of dashers.
- Ensure adherence to banking regulations, internal policies, and risk management best practices to safeguard the bank's reputation.
- Collaborate with the CEO and executive team to develop and implement operational strategies that drive growth, profitability, and customer satisfaction.
- Maintain a strong focus on customer service and community involvement, supporting the bank's culture of helping businesses and individuals.
- Author and review business cases, service level agreements, and contract documents and manage vendor relationships.
- Support the development and enhancement of banking products, digital services, and customer solutions to stay competitive in the market.
- Serve as a member of the Executive leadership team, senior management team and sit on other various board committees or project teams as needed.
- Communicate operational insights and strategic recommendations to the CEO, board members and key stakeholders.

### Qualifications:

- 8-10 Years' experience including technology (existing and forward-looking); digital customer transformation; integration of tech, customer experience, sales and service, and facilities; and knowledge of alternatives to traditional banking.
- Experience leading teams, fostering a strong workplace culture, and developing leadership talent within the organization.
- Understanding banking regulations, including FDIC, OCC, CFPB, BSA\ AML and other federal and state banking laws.
- Familiarity with core banking systems, digital banking solutions and fintech integrations.
- Commitment to relationship banking and understanding of small business and consumer banking needs in a community setting.
- Community involvement and ability to represent the bank in local organizations and business networks.
- Must be willing and able to travel.

### What We Offer:

- Competitive Salary: Your hard work deserves great pay!
- Comprehensive Benefits: Including health, life, dental, vision, and a health savings account
- Retirement Planning: 401K and profit-sharing programs
- Incentives: Annual Incentive Compensation Program available for all benefit eligible employees
- Work-Life Balance: Paid time off and holidays

### Ready to Make a Difference?

If you're ready to take the next step in your career and be part of a community-focused bank, apply today at [www.starionbank.com](http://www.starionbank.com)!

Apply now and become a vital part of our team!

*Starion is an Equal Opportunity Employer of women, minorities, protected veterans and individuals with disabilities.*

## Customer Experience Project Manager Mandan ND



### Full job description and to apply: [click here.](#)

Are you a customer-focused, disciplined, and ethical individual with a passion for inspiring others? If so, we want you on our team at Starion Bank!

#### Key Responsibilities:

- Manage projects related to customer-facing technology. Define project scope, objectives, requirements and deliverables that support customer expectations and business goals in collaboration with senior management and stakeholders
- Create & Monitor project plans, coordinate efforts of team members and third-party business partners. Manage and implement project changes/interventions to achieve completion
- Oversee all aspects of projects to include due diligence, initiation, planning, execution and closing stages
- Ensure compliance with all FDICIA key controls, banking regulations, policies, procedures, guidelines and defined standards

#### Qualifications:

- Minimum of three years' experience in banking, customer experience, and digital and marketing experience along with solid leadership skills are required.
- Working knowledge of mobile and online banking platforms
- Ability to speak technology terminology and operations
- Must be willing and able to travel

#### What We Offer:

- Competitive Salary: Your hard work deserves great pay!
- Comprehensive Benefits: Including health, life, dental, vision, and a health savings account.
- Retirement Planning: 401K and profit-sharing options.
- Incentives: Annual Incentive Compensation Program available for all benefit eligible employees
- Work-Life Balance: Paid vacation and holidays.

#### Recognized Excellence:

Join a team recognized as the "Best of the Best" by Independent Bankers magazine and one of the "50 Best Places to Work" by Prairie Business magazine!

If you're ready to take the next step in your career and be part of a community-focused bank, apply today at [www.starionbank.com](http://www.starionbank.com)!

Apply now and become a vital part of our team!

## Retail Loan Processor Mandan ND



### Full job description and to apply: [click here.](#)

Are you a disciplined leader driven to know your customers and meet their needs? Do your get-er-done attitude, high ethical standards, and community involvement inspire others? If so, you may be an excellent fit at Starion Bank!

#### Key Responsibilities:

- Provide loan support including preparation of consumer loan documentation
- Decision consumer loans
- Data entry and maintenance of consumer loans
- Process consumer paid loans
- Balance various general ledger accounts
- Respond to internal and external customer inquiries
- Service consumer mortgage loans including real estate taxes and insurance
- Process construction draws

#### Qualifications:

- One to three years of retail loan or loan processing experience
- Prefer a bachelor's degree in accounting, business, or finance

Starion Bank is a growing community bank known for providing local leadership, personalized service and community loyalty. We foster a culture where you can grow both professionally and personally, and we treat employees as our most important organizational asset.

We offer a competitive salary and a full comprehensive benefit package including health, life, dental, vision, health savings account, 401K, profit sharing, paid vacation and holidays.

Join a team recognized as the "Best of the Best" by Independent Bankers magazine and one of the "50 Best Places to Work" by Prairie Business magazine! Apply online at [www.starionbank.com/careers](http://www.starionbank.com/careers).

Apply now and become a vital part of our team!

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## Business Banker Jamestown ND

# DACOTAH BANK

Dacotah Bank is seeking an experienced, self-motivated Business Banker to join our team in Jamestown, ND! Looking for an individual with strong relationship management and interpersonal skills; enthusiasm, and a commitment to community banking.

Bachelor's Degree in Business, Finance, or Related Field and Lending/Loan Experience preferred but not required. Job functions include:

- Perform full range of commercial lending duties as described in the job summary including complete adherence to all policies and practices of the Bank and its applicable regulatory and governmental agencies.
- Direct and participate in the establishment of lending (and leasing) goals in compliance with overall Bank growth and profitability objectives; develop and, upon approval, implement lending/leasing policies, programs, and operating plans to assure the achievement of established Bank goals and objectives;
- Participates in the development of Bank goals; as requested, provide input, where appropriate, in the formulation of goals, policies and programs.
- Continuously monitor and evaluate the overall effectiveness of the lending and leasing functions against established performance standards; identify specific problems and trends and other occurrences which require clarification or correction and develop and apply appropriate corrective strategies.
- Continuously analyze and evaluate portfolio performance and appraise commercial lending policies and practices in light of established return on investment (ROI) and customer service goals, and changing economic conditions.
- Keep abreast of pertinent market and regulatory developments and identify current and potential lending markets; develop and implement plans and programs to respond to those developments and target desired loan markets.
- Monitor and participate in the collection efforts to assure the timely collection of all delinquent accounts as needed, and in collecting seriously delinquent loans or in developing revised loan repayment terms or schedules.
- Establish and maintain positive working relationships with local businesses and other organizations to provide information regarding the Bank's programs and policies, work at developing marketing plans and programs to increase the business community's awareness of the Bank's lending services and attract new loan customers, participate in the Bank's Calling Program to achieve the Loan Department's marketing objectives.
- Participate in the Bank's business development activities; represent the Bank in industry and professional associations, community organizations, local business groups, etc., and promote the Bank's favorable image.

Dacotah Bank offers a competitive salary and exceptional benefits package including but not limited to: individual and family coverage health and dental insurance premiums 100% paid for by Dacotah Bank, life insurance for employee and family, paid vacation, paid sick time, retirement plan options, and additional perks and benefits.

Don't miss out on your opportunity to shine with one of American Banker's Best Banks to Work For! Learn More and Apply Today: [www.dacotahbank.com/careers](http://www.dacotahbank.com/careers)

*Dacotah Bank is an Equal Opportunity Employer of women, minorities, protected veterans and individuals with disabilities.*



## Credit Analyst Bismarck or Fargo ND; or Madison WI



### Full job description and to apply: [click here.](#)

Starion is a growing community bank known for providing local leadership, personalized service, and community loyalty. We foster a culture where you can grow professionally and personally and treat employees as our most important organizational asset.

Starion Bank is seeking a Credit Analyst with an emphasis in Agriculture Lending Analysis in any of our North Dakota branches: Bismarck or Fargo, North Dakota; or Madison, Wisconsin. This position may be eligible for remote work where the physical location is within 200 miles of one of our locations in ND or WI.

In this role, you will be responsible for:

- Financial analysis of credit requests and special projects
- Preparing financial statement spreadsheets
- Conducting financial and borrower analysis
- Preparing credit approval presentations

You should have:

- A Bachelor's degree in Business, Finance, Accounting or a similar field
- One to three years of similar or related experience (preferred)
- Sound analytical, problem solving, and written communication skills.
- Strong organization, time management, and problem-solving skills
- Demonstrated ability to prioritize work, multi-task, and work independently
- Excellent oral and written communication skills
- Exceptional customer service skills
- Computer skills including Outlook, Word, Excel and Power Point

Starion offers a competitive salary and a full comprehensive benefit package including health, life, dental, vision, health savings account, 401K, profit sharing, paid vacation and holidays.

Join our team and work at a bank recognized as "Best of the Best" by Independent Banker magazine, "50 Best Places to Work" by Prairie Business magazine and "Top 10 Workplaces" by Bismarck-Mandan Young Professionals Network! Apply online at [www.starionbank.com/careers](http://www.starionbank.com/careers).

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## Universal Banker Mandan ND



### Full job description and to apply: [click here.](#)

Are you customer focused, disciplined, ethical, and action oriented? Do you encourage and inspire others to do their best? If so, you would be an excellent fit at Starion Bank!

Starion Bank is seeking a full-time Universal Banker in Mandan.

#### Responsibilities:

- Open personal and business deposit accounts
- Cross-sell bank products and services
- Process regular teller transactions in an efficient, friendly and accurate manner
- Develop long-term relationships with consumer and business customers as well as maintain existing customer relationships

#### Qualifications:

- Prefer two to three years of experience in customer service, sales and cash handling
- Leadership abilities and self-motivation required

Starion Bank is a growing community bank known for providing local leadership, personalized service and community loyalty. We foster a culture where you can grow both professionally and personally, and we treat employees as our most important organizational asset.

Starion Bank offers a competitive salary and a full comprehensive benefit package including health, life, dental, vision, health savings account, 401K, profit sharing, paid vacation and holidays.

Join our team and work at a bank recognized as "Best of the Best" by Independent Bankers magazine and "50 Best Places to Work" by Prairie Business magazine! Apply online at [www.starionbank.com/careers](http://www.starionbank.com/careers).

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*Seeing is believing. A visual representation of a building location in relation to the **Special Flood Hazard Area (SFHA)** can be a valuable aid in conveying the need for flood insurance, when structure(s) are within the **SFHA**, or to help borrowers make an informed decision when the structure(s) are outside the **SFHA**.*

## Risk Factor

It's estimated that approximately **40%\*** of all properties not located within a **SFHA** will flood at some point. So with this in mind, one can see why it would be important to understand how close all structures on a property lie in relation to the *nearest* **SFHA**. In many of these instances a standard Flood Hazard Determination Form for a property does not give enough detail to the borrower or lender, and may leave them unaware of the potential risk of flooding the property faces.



## Quick & Accurate

By utilizing an **aerial Map Copy**, the lender can see the distance to the next hazardous zone from any structure on the property. Due to the nature of the risk, it's important that lenders review accurate and easy-to-read maps. A **clear Map Copy** provides beneficial information regarding *nearby* **SFHAs** that may not directly affect the primary structure or structures.



*The benefits to ordering an easy-to-read **aerial Map Copy** along with your flood zone determination extend beyond just being able to see the multiple structures on a property and can significantly reduce the risk for the borrower and lender. If you are not using a vendor who can provide you with an **aerial Map Copy** along with your flood zone determination, reach out to **DataVerify Flood Services**. We can provide the digital lift that lenders and borrowers need to work through all the uncertainties surrounding **SFHAs**.*



Contact your Flood Services experts today at  
**800-841-0662** or [learnmore@dataverifyflood.com](mailto:learnmore@dataverifyflood.com).

\*<https://www.floodsmart.gov/flood-insurance/why>







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- Build long-lasting relationships with companies that have a record of success
- Learn from industry experts that support, speak, and exhibit at NDBA events

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[www.alliedsolutions.net](http://www.alliedsolutions.net)

Fargo ND

Contact: Steve Owens, Client Development Manager

Phone: 612-845-4282

[stephen.owens@alliedsolutions.net](mailto:stephen.owens@alliedsolutions.net)



**Allied Solutions**

#### IntraFi

[www.intrafi.com](http://www.intrafi.com)

Arlington VA

Contact: Bradley Cole, Managing Director, Northern Plains

Phone: 703-292-3392

[bcole@intrafi.com](mailto:bcole@intrafi.com)



**IntraFi**

#### Arctic Wolf

[www.arcticwolf.com](http://www.arcticwolf.com)

Eden Prairie MI

Contact: Logan McAlpin, Sr. Account Representative

Phone: 612-304-0875

[logan.mcalpin@arcticwolf.com](mailto:logan.mcalpin@arcticwolf.com)



**ARCTIC  
WOLF**

#### Midwest Bankers Insurance Services

[www.mbisllc.com](http://www.mbisllc.com)

Eden Prairie MN

Contact: Adam Dawson, Regional Sales Manager

Phone: 952-261-8978

[adamd@mbisllc.com](mailto:adamd@mbisllc.com)



#### The Baker Group

[www.gobaker.com](http://www.gobaker.com)

Oklahoma City OK

Contact: Jantz Kinzer, Managing Director

Phone: 405-415-7255

[jantz@gobaker.com](mailto:jantz@gobaker.com)



#### ODP Business Solutions

[www.odpbusiness.com](http://www.odpbusiness.com)

Austin TX

Contact: Kimberly Gilbert, Senior Inside Sales Representative

Phone: 855-337-6811 (12815)

[kimberly.gilbert@officedepot.com](mailto:kimberly.gilbert@officedepot.com)



#### BHG Financial International Network

[bhginstitutionalnetwork.com/ND](http://bhginstitutionalnetwork.com/ND)

Davie FL

Contact: Keith Gruebele, EVP/Institutional Relationships

Phone: 954-263-6399

[kgruebele@bhg-inc.com](mailto:kgruebele@bhg-inc.com)



#### SBS Cybersecurity

[www.sbscyber.com](http://www.sbscyber.com)

Madison SD

Contact: Cole Kratovil, Account Executive

Phone: 605-923-8722

[cole.kratovil@sbscyber.com](mailto:cole.kratovil@sbscyber.com)



#### Compliance Alliance

[www.compliancealliance.org](http://www.compliancealliance.org)

Austin TX

Contact: Brittney Stacey, Director of Membership Development

Phone: 833-683-0701

[brittney@compliancealliance.org](mailto:brittney@compliancealliance.org)



#### Superior IRA & HSA

[www.superiorira.com](http://www.superiorira.com)

Perham, MN

Contact: Jason Bain, SVP - Sales

Phone: 218-330-5099

[jason.bain@superiorira.com](mailto:jason.bain@superiorira.com)



#### DataVerify Flood Services

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Norwalk OH

Contact: Teri Sizemore, National Sales Executive

Phone: 419-660-8589

[teri.sizemore@dataverifyflood.com](mailto:teri.sizemore@dataverifyflood.com)



# **North Dakota Bankers Are Choosing BankOnIT.**

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## **Discover Why.**

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