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THE
**BIG BANK
THEORY**

2025 Quad States *CONVENTION*



Position Announcement: SVP of Strategic Partnerships

North Dakota Bankers Association (NDBA) is seeking a **Senior Vice President of Strategic Partnerships** to join our team in Bismarck! NDBA is the professional trade association organized to effectively represent the common interest and welfare of banks in North Dakota and to promote the professional development of its members. NDBA has proudly served North Dakota's banking industry since 1889 provides "Extraordinary Leadership for North Dakota Banks."

At NDBA, we offer a dynamic work environment of professionals who are committed to service. Our competitive employee benefits package includes health insurance, paid leave, a generous retirement plan option, and more!

BRIEF SUMMARY OF POSITION

The Senior Vice President of Strategic Partnerships is responsible for building and managing endorsed business relationships that support NDBA member banks and the Association. This includes overseeing NDBA Services, Inc., executing marketing plans, and ensuring member satisfaction. Key duties also include leading 12 peer groups and an annual consortium, increasing associate membership and sponsorships, organizing member outreach, and serving as a responsive resource to members.

[CLICK HERE](#) for a complete job description and application procedure. **Application deadline:** July 9, 2025

Upcoming NDBA Events

JULY 2025						
S	M	T	W	T	F	S
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
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AUGUST 2025						
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31						

SEPTEMBER 2025						
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OCTOBER 2025						
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NOVEMBER 2025						
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30						

DECEMBER 2025						
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JANUARY 2026						
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FEBRUARY 2026						
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MARCH 2026						
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22	23	24	25	26	27	28
29	30	31				

July 2025

- 13-25 Graduate School of Banking at Colorado
- 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
- 7 Bank Security Training - Holiday Inn, Bismarck
- 8 Bank Security Training - Holiday Inn, Fargo
- 19 Fraud Peer Group Meeting at BND
- 20-21 NDBA Peer Group Consortium
ND Heritage Center & National Energy Center of Excellence
- 20-23 Compliance School - Bismarck & Virtual
- 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
- 25 Breaking into Banking 101:
Fundamentals of Commercial Lending

March 2026

- 25 Breaking into Banking 201:
Analyzing Repayment Sources

CONTENTS



16



28



24



32

FEATURES

- 11 Washington Update: Cutting Through the Noise – and the Regulatory Red Tape
- 16 2025 Quad States Convention: Curiosity, Discovery, and Connection
- 24 Banker You Should Know: Kim Neigum
- 28 Dakota School of Banking Trains 68 Bankers
- 32 Live Well. Work Well.
- 34 Learn to Live Webinars
- 38 Thank You to NDBA's Valued Associate Members
- 40 Fear of Missing Out vs Fear of Messing Up
- 46 Strategies for Managing Liquidity in Today's Rate Environment

IN EVERY ISSUE

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

Mission Statement

Extraordinary Leadership for North Dakota Banks



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Cornerstone Bank
Fargo



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Bernie Sinner
BankNorth
Casselton



TREASURER
Jamie Nelson
TruCommunity Bank
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Bottineau

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Tioga

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Bernie Sinner
BankNorth
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BANKING ARTICLES



Illinois Pushes Back Implementation Date for State Interchange Fee Law

Illinois Gov. JB Pritzker signed into law a bill that extends by a year the effective date of a first-of-its-kind state law restricting interchange fees.

The Illinois Interchange Fee Prohibition Act, or IFPA, bans banks, payment networks and other entities from charging or receiving interchange fees in Illinois on the portion of a debit or credit card transaction attributable to tax or gratuity. The law was scheduled to take effect on July 1, but the Illinois General Assembly voted last month to push back the effective date to July 1, 2026. Pritzker's signature makes the new deadline official.

Bowman Sworn in as Fed Vice Chair for Supervision

Federal Reserve Governor Michelle Bowman formally began her term as the third Fed vice chair for supervision. Fed Chairman Jerome Powell swore her in to a four-year term ending in 2029. A former state bank supervisor and community bank executive, Bowman has been a Fed governor since 2018, appointed to fill the seat designated for an individual with community banking experience. She is committed to representing community banks' voice at the Fed.

Senate Tax Measure Contains Provisions on ACRE, Pass-Through Business Deduction

The Senate Finance Committee has released its reconciliation tax text that contains several differences from the version passed by the House, including changes to provisions related to the Access to Credit for our Rural Economy, or ACRE, Act and the Section 199A pass-through business deduction.

The House last month passed a budget package that contained significant changes in tax policy sought by the Republican majority. The Senate Finance Committee text retains many of those provisions but with substantial tweaks in several cases. If the committee text clears the Senate, the two chambers must agree on a compromise budget package before it can be signed into law.

Among the provisions:

- The Senate version incorporates language from the ACRE Act to permit banks to exclude from gross income 25% of interest income derived from certain qualified real estate loans without a sunset date. The House version includes a sunset date of 2028.
- The Senate version would maintain the current Section 199A deduction rate of 20%. It also would expand the deduction limit phase-in range by increasing the \$50,000 (non-joint returns) and \$100,000 (joint returns) amounts to \$75,000 and \$150,000, respectively. The House version would increase the deduction to 23%. Both the Senate and House versions make the deduction permanent.
- The Senate version would impose a 3.5% excise tax on certain remittance transfers. However, remittances sent from accounts held by most banks would generally be exempt from the remittance tax.
- The Senate version would permanently increase the state housing credit ceiling and lower the bond-financing threshold to 25% for projects financed by bonds starting in 2026. The House legislation would increase the state housing credit ceiling every year for three years starting in 2026.
- The Senate version would permanently extend the New Markets Tax Credit program while the House legislation would not extend the program.
- The Senate version includes a permanent extension of increased estate tax and gift tax exemption amounts, with

an increase in unified estate and gift tax exemption to an inflation-adjusted \$15 million effective for tax years beginning after Dec. 31, 2025.

- The Senate version would generally implement effective tax rates of 14% for both foreign-derived intangible income (FDII) and global intangible low-taxed income (GILTI). The FDII that a domestic corporation can deduct under Section 250(a) would decrease from 37.5% to 33.34%. The GILTI deduction would decrease from 50% to 40%.
- The base erosion and anti-abuse tax (BEAT) rate would change to 14% beginning next year.

Read more: <https://www.finance.senate.gov/chairmans-news/chairman-crapo-releases-finance-committee-reconciliation-text>

FinCEN Releases Figures on BSA Filings

Financial institutions filed 4.7 million suspicious activity reports in fiscal year 2024 for an average of 12,870 filings a day, according to the most recent year-in-review report by the Financial Crimes Enforcement Network. They filed 20.5 million currency transaction reports during the same time frame, for an average of 56,160 filings a day.

More than 87% of investigations recommended for prosecution by the criminal investigation arm of the IRS over the past two years had a related Bank Secrecy Act filing, according to the report. The FBI also relied heavily on BSA filings for investigations into financial crime, organized crime drug trafficking and international terrorism, with 16%-40% of investigations linked to SARs or CTRs in fiscal year 2024, depending on the crime. Department of Homeland Security personnel conducted approximately 290,000 queries related to BSA reporting during that same time frame.

Depository institutions accounted for 2.6 million of the 4.7 million SARs filed in fiscal year 2024, according to the report.

Read more: <https://www.fincen.gov/sites/default/files/shared/FinCEN-Infographic-Public-2025-508.pdf>

Senate Passes Stablecoin Bill

The Senate voted 68-30 in favor of legislation to establish a regulatory framework for payment stablecoins, with proposed amendments to establish routing mandates and interest rate caps for credit cards left out of the final bill.

The GENIUS Act (S. 1582) would establish procedures for institutions seeking licenses to issue stablecoins and establish regulatory standards for stablecoin issuers. The legislation received bipartisan support, but two proposed amendments threatened to derail the bill. The first by Sen. Roger Marshall

(R-Kan.) would have added the routing mandates in the Credit Card Competition Act to the legislation. The second by Sen. Josh Hawley (D-Mo.) would have capped credit card interest rates at 10%. Neither amendment was adopted.

The GENIUS Act next heads to the House.

Read more: <https://www.congress.gov/bill/119th-congress/senate-bill/1582>

CFPB to Delay Small-Business Lending Data Collection Compliance Dates

The CFPB will issue an interim final rule to push back by roughly a year the compliance dates for its small-business data collection requirements, according to a filing in the Federal Register. The filing also states that the bureau will publish a notice of proposed rulemaking to revise the 1071 rule “as soon as expeditiously possible.”

The CFPB released a final rule in 2023 to implement Section 1071 of the Dodd-Frank Act, which requires financial institutions to report data on small-business lending. Several lawsuits followed which resulted in a stay of the mandatory compliance dates pending the outcome of the case. However, under President Trump, the agency has deemphasized enforcement of the rule and pledged to issue new rulemaking in response to the lawsuits.

The starting compliance date for 1071 data collection is based on lending volume, with the highest-volume lenders (Tier 1) currently required to start collecting data on July 18. Under the interim rule, that deadline would be delayed until July 1, 2026. The requirement to collect data for Tier 2 lenders would be pushed back from Jan. 16, 2026, to Jan. 1, 2027. The requirement to collect data for Tier 3 lenders would be moved from Oct. 18, 2026, to Oct. 1, 2027. For all tiers, the deadline to submit data to the government would be June 1 following the year of collection. Comments on the interim final rule are due July 18.

Read more: <https://public-inspection.federalregister.gov/2025-11244.pdf>

Senate Passes ‘Trigger Leads’ Bill

The Senate granted unanimous consent to S. 1467, an NDBA-advocated bill that would prevent credit reporting agencies from selling so-called mortgage trigger leads to lenders in most circumstances. Introduced by Sens. Jack Reed (D-R.I.) and Bill Hagerty (R-Tenn.), the bill is an identical companion to H.R. 2808, which advanced with unanimous support from the House Financial Services Committee. The legislation next goes to the House floor.

Justice Department Seizes Millions of Dollars Linked to Alleged Crypto Investment Scams

The Department of Justice announced it has seized \$225.3 million in funds linked to alleged cryptocurrency investment scams. The action marks the largest cryptocurrency seizure in Secret Service history, according to a statement.

In a crypto investment scam, scammers establish a relationship with victims to convince them to “invest” in crypto so they can steal their money. The DOJ complaint, filed in U.S. District Court for D.C., said the seized funds were part of a sophisticated blockchain-based money laundering network. More than 400 suspected victims are believed to have lost funds after being duped into believing that they were making legitimate crypto investments, according to a DOJ statement.

Cryptocurrency investment fraud caused more than \$5.8 billion in reported losses in 2024 alone, according to the FBI Internet Crime Complaint Center.

Read more: <https://www.justice.gov/opa/pr/united-states-files-civil-forfeiture-complaint-against-225m-funds-involved-cryptocurrency>

Bank Impersonation Scams and Fake Banks

The most recent edition of FDIC Consumer News includes advice for consumers on avoiding bank impersonation scams. It notes that the FTC found that “bank impersonation” scams were the most reported scam occurring through text messages in 2022, up nearly twentyfold since 2019.

Read more: <https://www.fdic.gov/consumer-resource-center/2025-06/bank-impersonation-scams-and-fake-banks>

CFPB Proposes Ending Using Civil Penalty Funds for Consumer Education, Financial Literacy

The CFPB is proposing to stop using funds from its Civil Penalty Fund to finance consumer education and financial literacy programs, saying the practice created incentives for regulators to bring enforcement actions “for the purpose of aggrandizing the operational scope of the agency.”

The Civil Penalty Fund was created by the Consumer Financial Protection Act to provide payments to victims of activities subject to civil penalties. In 2013, the bureau enacted a rule that allowed it also to use monies from the fund for consumer education and financial literacy. Since then, the CFPB has allocated more

than \$3 billion to victims but only \$28.8 million to consumer education and financial literacy.

According to a Federal Register filing, the CFPB’s current leadership believes the 2013 rule lacks both adequate guardrails and transparency for determining how funds are spent on such efforts. The lack of such guardrails creates perverse incentives for the bureau to bring enforcement actions simply for the purpose of increasing its authority, according to the filing.

The CFPB will take public comment on the proposed rule reversal until July 18.

Read more: <https://www.federalregister.gov/documents/2025/06/18/2025-11248/consumer-financial-civil-penalty-fund-rule-amendment>

CFPB Asks Court to Vacate Section 1033 Data Sharing Rule

The CFPB has asked a federal court to vacate its rule on financial data sharing, citing the rule’s “numerous legal infirmities.”

The 2024 rule implemented Section 1033 of the Dodd-Frank Act, which requires banks and other financial institutions to make a consumer’s financial information available to them or a third party at the consumer’s direction. The rule required data providers to maintain a “developer interface” and forbid the charging of any fees. It also banned third parties from using consumer data to advertise products the consumer didn’t request and required businesses to delete personal information once customers have revoked access to that data.

The Kentucky Bankers Association joined the Bank Policy Institute and other plaintiffs in challenging the rule, arguing it jeopardized consumers’ privacy and account security.

The rule was implemented under the CFPB’s prior leadership. In separate court filings, both the plaintiffs and CFPB asked the U.S. District Court for Eastern Kentucky to vacate the rule. The CFPB cited numerous issues with rule, including that it unlawfully prohibited data providers from recovering any fees to offset the burden of compliance. The bureau also said the sought to regulate open banking by mandating the sharing of data with “authorized third parties,” whereas Section 1033 is limited to ensuring that consumers – and potentially the fiduciaries of individual consumers – can access their own data.

“In light of the president’s directive to review existing regulations, the bureau’s new leadership has considered the rule and the arguments set forth in plaintiffs’ complaint and amended complaint and has concluded that the rule exceeds the bureau’s statutory authority and is arbitrary and capricious,” the CFPB said in its court filing.

Public Comment Sought on Plan to Phase Out U.S. Treasury Paper Checks

The Treasury Department is taking public comment on plans to implement President Trump's executive order directing it to no longer issue paper checks for disbursements, including tax refunds, vendor payments, benefit payments and intergovernmental transfers.

Beginning Sept. 30, all federal payments that are currently made by paper check will be made electronically, the Treasury Department said. The department's request for information is seeking public feedback on the change, including why individuals and organizations continue to use paper checks. It is also seeking feedback on how to increase public awareness to help consumers, including unbanked and underbanked populations, transition to digital payments.

The deadline for comments is June 30.

Read more: <https://home.treasury.gov/news/press-releases/sb0150>

One In Five Americans Victims of Financial Fraud, Scams

More than one in five U.S. adults have experienced financial fraud or scams involving their money, with older adults more likely to experience fraud than younger individuals, according to a new survey by the Federal Reserve.

The Fed released its report on the Economic Well-being of U.S. Households in 2024, which surveyed individuals on a wide range of financial topics. Among other things, the survey found that 73% of adults said they were doing okay financially or living comfortably, a figure largely unchanged from the year before.

For the first time in the survey's history, the Fed asked respondents about their experience with fraud and scams. Credit card fraud was the most reported type of fraud at 17% of respondents. Adults ages 45 and older were more likely than younger adults to experience financial fraud or scams, largely driven by their higher rates of experiencing credit card-related fraud, according to the survey.

While only 8% reported financial fraud not involving credit cards, 63% of that group said they lost money, with roughly a third saying their money was not recovered. The total amount of non-credit-card fraud was an estimated \$84 billion in 2024.

Other findings from the report:

- Six percent of adults were unbanked in 2024, the same percentage as the previous three years.

- Eight percent of adults used cryptocurrency either as an investment or for making financial transactions. That figure has remained roughly the same in recent years.
- Sixty-two percent of adults felt very confident their credit card application would be approved if they were to apply, down from 65% in 2021. Still, credit confidence remained at the same level as 2019, before the pandemic.
- Fifteen percent of people used buy now, pay later products in the past 12 months, up from 14% in 2023 and 10% in 2021, when the survey first asked about BNPL.

Read more: <https://www.federalreserve.gov/publications/files/2024-report-economic-well-being-us-households-202505.pdf>

CSBS Initiative Aims to Improve Regulatory, Supervisory Solutions Via Technology

The Conference of State Bank Supervisors has rolled out what it calls its "Catalyst Initiative," which, according to the group, "seeks to address state financial regulatory agencies' key supervisory challenges and reduce regulatory burden."

The initiative, announced during CSBS' recent Mortgage Policy Summit in Washington, D.C., will focus on partnering with the private sector to use modern technology and improve the efficiency and effectiveness of financial services supervision, CSBS officials said.

"The Catalyst Initiative reflects the state system's commitment to innovation," said CSBS President and CEO Brandon Milhorn. "Just as NMLS transformed mortgage industry regulation, new supervisory technology can fundamentally change how the states help protect consumers and financial stability. These investments in new tools – made in parallel with ongoing private sector efforts – will provide better data, improved analytics, and more effective systems to quickly identify and mitigate financial risks."

For this year, the Catalyst Initiative will focus on two areas for innovation and improvement, CSBS said. It will examine ways to make bank data reporting less costly, more transparent and timelier than the current quarterly submission process. It also will include experimenting with ways to leverage the new Mortgage Industry Standards Maintenance Organization, or MISMO, mortgage compliance dataset. The dataset was created to help regulators more efficiently review mortgage files for compliance with state and federal laws.

New activities will be planned for subsequent years.

Read more: <https://www.csbs.org/catalyst-initiative>

Banks Boosting Cybersecurity Due To AI While Also Investing in Technology

Most U.S. banks are increasing their cybersecurity efforts because of emerging technologies such as generative artificial intelligence, and many of those same banks also list AI as a top business investment, according to a recent survey by auditing firm KPMG.

The survey found that 70% of bank executive respondents said their institutions are boosting their cybersecurity efforts due to recent technological developments such as Gen AI. At the same time, 61% were boosting their investments in Gen AI. More than half of respondents said their banks have an active pilot project using AI for financial forecasting or preventing fraud. Only about a third have an active pilot project involving cybersecurity.

Roughly two in five bank executives predicted AI would be able to free up 21%-40% of their employees' time by the end of 2025, while one in three said that figure is likely closer to 6%-20%.

Read more: <https://kpmg.com/kpmg-us/content/dam/kpmg/pdf/2025/kpmg-banking-survey.pdf>

Proposal To End Fed Interest Payments to Banks Faces Pushback

Senate Banking Committee Chairman Tim Scott (R-S.C.) said a proposal to prevent the Federal Reserve from paying interest to banks "is not a decision to be rushed" and must follow proper parliamentary procedure, Bloomberg Law reported.

Senate Commerce Committee Chairman Ted Cruz (R-Texas) has proposed eliminating the Fed's authority to pay interest to help pay for a series of tax cuts in the budget package currently under consideration in Congress. Cruz said the move could potentially save the government more than \$1 trillion.

However, in a statement to Bloomberg Law, Scott said the decision is not one to be made in a hurry.

"While the desire to return to pre-crisis monetary policy operating procedures is understandable, any legislative change to the Federal Reserve's framework must follow regular order," Scott said. "This is not a decision to be rushed – it must be carefully considered and openly debated."

Survey Finds High Customer Satisfaction with Banking Apps

Overall customer satisfaction with banking apps is high, although there is little difference in public opinion between different apps, according to recent research by J.D. Power.

Overall satisfaction with U.S. national banking apps is 669 on a 1,000-point scale, up 18 points from 2024, the firm said. At the same time, the gap in satisfaction between best-performing and lowest-performing apps and bank websites shrunk to its lowest level to date, "providing customers a highly consistent but unmemorable digital experience from one brand to the next."

Multifactor authentication has become a key driver of customer satisfaction, J.D. Power said. Among national banking app users, overall customer satisfaction was 16 points higher when customers use multifactor authentication prior to log-in. "This is likely the result of increased focus on security among customers and improvements in the authentication process, which have made it easier to log-in using multifactor authentication," the firm said.

J.D. Power also said that virtual assistant use and customer satisfaction both declined in recent studies. "While virtual assistants are increasingly adopted by banks, many have fallen short of customer expectations due to limited conversational capabilities and narrow functionality," it said.

Read more: <https://www.jdpower.com/business/press-releases/2025-us-banking-and-credit-card-mobile-app-satisfaction-studies>

OCC's Hood Affirms Support for Federal Preemption

In a letter, Acting Comptroller of the Currency Rodney Hood affirmed the OCC's continued support for federal preemption of state laws for national banks and federal thrifts.

The letter was sent to the Conference of State Bank Supervisors, which recently challenged OCC regulations under a presidential executive order. "Contrary to your assertions," Hood wrote, "the OCC's preemption regulations are wholly consistent with Dodd-Frank and Supreme Court precedent and thus meet the requirements of EO 14219. For your awareness, the OCC reviewed its preemption regulations following Dodd-Frank's enactment."

Hood also defended preemption as pro-competitive. "Federal preemption has proven to be a powerful enabler of local and national prosperity and growth," he wrote. "Federally chartered banks, many of which operate across state lines . . . may rely on preemption to remove barriers and achieve efficiencies associated with a uniform set of rules. Thus, federal preemption has helped to foster the development of national products and services and multi-state markets, which have benefitted individuals and businesses in every state and powered this Nation's economy."

Read more: <https://www.occ.gov/news-issuances/news-releases/2025/nr-occ-2025-52a.pdf>

House Passes CEASE Act

The House voted 214-198 in favor of a bill to cap the number of for-profit small-business lending companies eligible to make loans under the Small Business Administration's 7(a) Program.

The Capping Excessive Awarding of SBLC Entrants Act, or CEASE Act, led by Rep. Rob Bresnahan (R-Pa.), would cap at 16 the number of SBLCs in the 7(a) program. In 2023, the SBA lifted the moratorium on the number of SBLCs that could participate while simultaneously loosening underwriting standards for these loans.

Three Democrats joined Republicans in passage of the bill, which now moves to the Senate.

Most Consumers Want Financial Institutions to Keep Them Safe from Scams

Roughly three in four Americans believe that financial institutions should be most responsible for keeping consumers safe from scams, according to a new survey by Morning Consult and Google.

The survey polled consumers in the U.S., U.K. and India about their experiences with scams. Sixty percent of U.S. respondents perceived an increase in scam attempts over the past year, which was lower than in the U.K. (67%) and India (77%). At the same time, four in five U.S. residents said they were either "very concerned" or "somewhat concerned" about the prevalence of AI-generated online scams.

Asked about which sector should be responsible for keeping consumers safe from scams, most U.S. respondents said financial institutions (76%), followed closely by tech companies (74%). Only 64% said individual users, while 62% said the government. (Respondents could select more than one answer.)

Read more: <https://pro.morningconsult.com/articles/global-scam-prevalence>

Treasury To Stop Producing New Pennies Next Year

The Treasury Department will stop putting new pennies into circulation early next year, the Wall Street Journal reported. The move comes after President Trump in February ordered the department to stop penny production, saying it is a waste of government resources.

Lawmakers in both parties have called for ending penny production, given the expense of producing the coinage. The U.S. Mint said the cost was 3.7 cents per penny for fiscal year 2024. While the Treasury Department has made no official announcement about the end of penny production, the Wall Street Journal cited an agency statement telling businesses to prepare to start rounding prices to the nearest five cents.

The first U.S. penny – known as the Fugio cent – was produced in 1787 and its design is sometimes credited to Benjamin Franklin, although that may be more myth than fact, according to the U.S. Mint.

Pennies Are Not Worth Millions of Dollars

Rare pennies and bicentennial quarters will not turn their owners into overnight millionaires, despite what they may have read online, according to an organization representing coin collectors and rare coin experts.

The Professional Numismatists Guild recently released a blog post debunking fake online stories and videos claiming that somewhat rare pennies and quarters are worth millions of dollars. One prominent fake story claimed that certain pennies could fetch their owners up to \$124 million, and that bicentennial quarters could be worth \$1 billion. In reality, the highest price ever paid for a rare coin sold at auction was \$18.9 million, according to PNG President James Sego.

Sego recalled an interaction with a customer who believed his scratched 1926 silver dollar was worth tens of thousands of dollars after watching an online video claiming the damage was a rare production flaw. "However, the deep scratches on the coin occurred after it left the Mint, and because of that unsightly damage the coin is now only worth melt value, about \$25 for its silver content," he said.

Read more: https://www.pngdealers.org/blog_home.asp?display=50

From the CORNER CHAIR

Deneen Axtman | NDBA CHAIR | Cornerstone Bank, Fargo



Hello Bankers!

As I close out my year as your NDBA chair, I want to take a moment to reflect on the privilege it has been to serve alongside all of you – the most dedicated professionals.

This past year has reinforced what I've always believed – that banking in North Dakota is about more than numbers and transactions. It's about community, trust, and relationships. Each of you plays a vital role in supporting the people and businesses that drive our state's economy and growth, and each other.

We've faced challenges – regulatory shifts, economic uncertainties, and the ever-evolving demands of technology and AI – but we've met them with resilience and professionalism. And while the work can sometimes feel complicated, it's important to remember why we do it: to help individuals and communities thrive.

I'm proud of the progress we've made together through the NDBA – whether it's advocating for sound policies, updating our strategic plan, advancing education and professional development, or simply sharing best practices to help each other succeed. The way that NDBA members and staff engage in each of these is second to none.

A special thanks to our staff and leadership team, whose tireless efforts often go unseen but never unnoticed. Your work is the backbone of this association. And each of you are so appreciated – thank you to Rick, Dorothy, Ann, Lisa, Jackie, Jolene, and Angi! And thank you to the NDBA and NDBA Services Boards – the way you share your expertise and your commitment to the customers and industry are unmatched. Plus you know how to have fun!

Throughout my time as NDBA Chair, I've often talked about the value of connections – with our team, our peers, our legislators, and our communities. There are so many examples of how NDBA members shine in all of these. Keep it up! Keep mentoring; keep attending peer groups, member meetings, and training; keep volunteering; keep connecting with legislators locally and nationally; and keep bringing others along with you!

Looking ahead, I am confident that North Dakota's banking community is well-positioned to continue meeting the needs of a changing world while staying true to our core values. And I'm excited to have Bernie Sinner from BankNorth serve as NDBA Chair. Bernie is a true professional, an eloquent speaker, and an advocate for the industry. No doubt he will do great things as your chair.

It's been an honor to serve. Thank you for your support, your trust, and your commitment to this industry and our state.

Fondly,
Deneen





Rob Nichols
President and CEO
American Bankers Association
nichols@aba.com



WASHINGTON UPDATE



Cutting Through the Noise – and the Regulatory Red Tape

We are halfway through 2025, and while there have been several significant developments – from the escalation of geopolitical tensions abroad to economic uncertainty at home – there’s a positive message I want to send to bankers: our agenda is moving forward.

With the help of tireless advocates here in Washington and at the state associations, ABA is continuing our steadfast work with the administration and like-minded lawmakers in Congress to advance the policy priorities that are most important for our members, as outlined in our Blueprint for Growth – and we have the tools, the resources, and the people in place to make it happen.

In early June, Federal Reserve Governor Miki Bowman was sworn in as the new vice chair for supervision – which we view as an incredibly positive step for our industry. Her first speech shortly after her confirmation gave a strong signal that we could soon see a return to tailored regulation that will help banks unlock economic growth and better serve their customers, clients and communities while still managing risks.

Governor Bowman is one of many policymakers now occupying key positions in Congress and at the banking agencies who understand just how vital it is that we have a strong, thriving banking sector in this country.

We’ve also had a number of wins in the past few months alone that again signal a return to a more rational regulatory framework.

Congress came together to pass a bipartisan bill rejecting the CFPB’s misguided overdraft rule—which would have taken a vital credit option off the table for thousands of Americans who rely on it to manage their finances responsibly – and it was signed by President Trump earlier this spring. This action not only scraps the overdraft rule, it also blocks the CFPB from issuing a substantively similar rule in the future.

ABA played a significant role in getting the CRA resolution over the finish line, working to educate lawmakers and their staff on the harm this rule would do if allowed to take effect. There were some in our industry who didn’t think we could get this done – but ABA and our members pushed hard, and our industry is stronger for it.

We also continue our advocacy on Capitol Hill in support of longstanding ABA priorities like the Access to Credit for our Rural Communities Act, or ACRE—which was reintroduced with strong bipartisan support in this Congress – as well as bills that would encourage de novo formation and support the important work of community development financial institutions and minority depository institutions.

On the regulatory side, we’ve seen rollbacks of several misguided rules or policy statements, and the banking agencies have signaled forthcoming changes to the 2023 Community Reinvestment Act final rule, as well as changes to rules implementing Sections 1071 and 1033 of the Dodd-Frank Act.

And – after sustained advocacy by ABA – the CFPB rescinded a package of “guidance” documents that we felt actually set new regulatory expectations, while circumventing the rule writing process.

Coupled with several recent victories in court – including favorable settlements with the CFPB over their appeal of our UDAAP win and late fee final rule – it seems that a regulatory recalibration is well underway, and we continue to hear commitments from Treasury Secretary Scott Bessent about working constructively with our sector to cut through the red tape.

While they might not be the things making national headlines, these changes are happening – and they are incredibly meaningful not just for banks, but for the American economy.

PROFESSIONAL TRAINING



North Dakota Bankers Association

Education Events

For more information regarding these educational opportunities, visit www.ndba.com or contact Dorothy Lick, SVP of Education, North Dakota Bankers Association, 701.223.5303.

EVENT	DATE	LOCATION	WHO SHOULD ATTEND?
Virtual Fraud Academy	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.
Regional Member Meetings	September 8-11	Grand Forks, Fargo, Bismarck, Minot	All NDDBA Members!
Effective Leadership Seminar	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.
Ag Credit Conference	October 2-3	Radisson Hotel, Bismarck	Both entry-level and experienced ag lenders will gain valuable information.
BLUE-U Defense: Bank Security & Leadership Training	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.
NDDBA Peer Group Consortium	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.
IRA Essentials	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.
Advanced IRAs	October 28 October 30	Delta Hotel, Fargo Courtyard, Bismarck	This is an advanced session; previous IRA knowledge is assumed.
HSA Workshop	October 31	Courtyard by Marriott, Bismarck	This is a beginner's session; no previous HSA knowledge is assumed.
NDDBA Bank Management Conference	February 13-14, 2026	Fairmont Scottsdale Princess, Scottsdale AZ	Presidents, CEOs, senior management and directors.

ONLINE EDUCATION



Upcoming Bank Webinars

EVENT	DATE
CRE Lending Training Program- Part 2	06/30/25
Inside Business Email Compromise (BEC): Navigating the Evolving Email Threat Landscape - 3 Part Series- Part 2: Dissecting BEC Attacks – Techniques and Targets	07/01/25
Understanding ACH SEC Codes: What They Are and How They Work	07/01/25
AI and Microsoft Excel	07/01/25
Total TRID Training - 4 Part Series- Part 1	07/07/25
You've Been Served: Best Practices In Processing Subpoenas, Garnishments and Tax Levies	07/08/25
Total TRID Training - 4 Part Series- Part 2	07/08/25
Small Bank Community Reinvestment Act (CRA) Workshop	07/09/25
Loan Structuring Basics	07/09/25
The Board Secretary Role: Organizing, Planning, Tracking & Maintaining Accurate Records	07/10/25
Red Flags for Money Laundering	07/10/25

EVENT	DATE
Compliance Requirements for Records Management and Retention	07/11/25
Total TRID Training - 4 Part Series- Part 3	07/14/25
Credit Analysis Basics	07/14/25
Consumer Lending Training Program- Part 1	07/15/25
BSA/AML Training for Staff	07/15/25
8 Keys to Teller Excellence	07/16/25
Compliance for Beginners	07/16/25
The Right of Setoff: What Financial Institutions Need to Know	07/17/25
Total TRID Training - 4 Part Series- Part 4	07/17/25
Hot Topics in the IT Examination	07/18/25
Inside Business Email Compromise (BEC): Navigating the Evolving Email Threat Landscape - 3 Part Series- Part 3: Dissecting BEC Attacks – Techniques and Targets	07/22/25

NDBA offers convenient bank training and access to timely topics through a variety of webinars.

For more information, [click here](#).



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2025 Quad States Convention: Curiosity, Discovery, and Connection

The pursuit of knowledge, the spirit of curiosity, and the power of discovery were front and center at the 2025 Quad States Convention, held June 8–10 in Rapid City, South Dakota. With the theme **Big Bank Theory**, nearly 450 bankers, business partners, and guests from North Dakota, South Dakota, Montana, and Wyoming came together for an unforgettable experience filled with inspiration, education, and fun.

The convention kicked off Sunday evening with **The Big Bang Bash** at Hay Camp Brewing Company, a unique downtown brewery that set the tone for a lively and engaging few days.

Monday began with a buffet breakfast, followed by the popular BankPAC Golf Tournament and a variety of alternate activities. That evening, attendees "got their nerd on" at the exhibit hall opening party, featuring 68 exhibitors showcasing innovative products and services.

Tuesday's agenda was packed with powerful programming. Keynote speakers included Mike Oster, who delivered a heartfelt message on gratitude; economist Lauren Henderson; ABA



President and CEO Rob Nichols and a riveting panel discussion among the four state association executives. During the business luncheons, NDBA, SDBA, MBA, and WBA each hosted updates for their state associations.

The afternoon session opened with a spirited Quad State Border Battle, followed by insightful keynotes from Dr. Melissa Furman, StrategyCorps' Adam Thompson, and closing speaker Jack Stahlmann. The convention concluded with the final round of the Border Battle, where Team North Dakota proudly claimed the trophy. As a sweet send-off, attendees enjoyed a whimsical Ice Cream Sundae Lab before heading home.

A special thank-you goes out to the bankers, sponsors, exhibitors, and business partners who helped make this year's event a success.

Mark your calendars! The NDBA/SDBA Annual Convention returns June 15–17, 2026, in Bismarck, ND.







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THANK YOU FOR YOUR SERVICE

During the Quad States Convention Business Luncheon in Rapid City on June 10, several NDBA board members and bankers were honored for their years of dedicated service. We look forward to recognizing more individuals with service awards at the 2025 NDBA Regional Member Meetings this fall.

Outgoing NDBA Board Members



Left: Kathy Torske - Bravera Wealth, Bismarck
Right: Lori Leingang - Bank of North Dakota, Bismarck

Outgoing NDBA Services Board Members



Left: Lois Bednar - Bank Forward, Fargo
Right: Duane Bowman - Dakota Western Bank, Bowman

Service Awards



Craig Hanson - 20 years
Bank of North Dakota
Bismarck



Karen Schaeffer - 20 years
Bank of North Dakota
Bismarck



WELCOME

NEW LEADERSHIP

The 2025–2026 Executive Officers of the NDBA Board were elected during the Business Luncheon at the Quad States Convention in Rapid City on June 10. Additionally, incoming members of both the NDBA Services Board and the NDBA Board were recognized.



NDBA Board Executive Officers

Left to Right:

Incoming NDBA Vice Chair

Jamie Nelson

President/CEO
TruCommunity Bank, Washburn

Incoming NDBA Chair

Bernie Sinner

President/Senior Lending Officer
BankNorth, Casselton

Incoming NDBA Treasurer

Duane Bowman

President/CEO
Dakota Western Bank, Bowman

New NDBA Services Board Members

Missy Block - State Bank of Bottineau
Heidi Schumacher - Border Bank, Fargo

New NDBA Board Member

Randy Knudsvig - First State Bank, Thompson





Is there someone at your organization that you think we **need to know**? Nominate them to be featured in NDDBA'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!

Fill out the online nomination form [**HERE**](#) You will be notified if your nomination is chosen and in which Bulletin issue they will appear.

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HSA Frontline Fundamentals

October 31 | Courtyard by Marriott, Bismarck

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About the instructor:

Heidi LeMieur, vice president of compliance and training for Superior IRA & HSA.



For more information:

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Quarterly Bank Performance Report Available to NDBA Members



The **Bank Performance Report** is a state-specific quarterly reporting service that ranks key indicators of banking performance. Utilizing data from the quarterly FFIEC Call Reports, the BPR ranks overall bank performance across eight different categories – Net Interest, Non-Interest Income, Non-Interest Expense, Efficiency, NPA's/Equity & Reserve, Asset Quality Index, Return on Assets and Return on Equity.

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Kim Neigum

Bank of North Dakota
Bismarck



JUNE 2025

BANKER YOU SHOULD KNOW



This month's Banker You Should Know spotlight is on Kim Neigum, a Retail Banking Specialist III at Bank of North Dakota. Kim was nominated by her colleague Elizabeth Nolan, Retail Banking Specialist II, who shared:

"Kim is an outstanding employee at BND. She is very knowledgeable and always open and willing to pass on that knowledge to others. She cares deeply about people, takes the time to ensure things are done right the first time, and is overall a fantastic asset to the Bank of North Dakota."

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

Kim: I've been with Bank of North Dakota for 27 years – it will be 27 this August!

"I originally started as temporary help in the Student Loans department during their busy

season. While I was there, a teller position opened up, and I was hired."

Kim didn't necessarily envision a career in banking, but knew she wanted to work closely with people.

What is the best gift you have been given?

Kim: Family. My husband and I have four daughters and seven grandchildren with number eight on the way!

What's something people would be surprised to learn about you?

Kim: I choose my NFL pick em' league teams by the color of their uniforms.

"I don't care if I win - it's just something to do." Although she's a Seahawks fan, Kim said she really enjoys watching the NDSU Bison football games.

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

Kim: I would like to expand my cooking skills.

"I want to learn how to make some of the fancier dishes – ones that use unique spices and ingredients you don't usually keep in your cupboard. That's one of my goals for retirement."

In talking about retirement, Kim shared that she and her husband Gary are planning to travel – and are especially excited about visiting Ireland and taking a train trip through the Canadian Rockies.

What occupies your time when you're not at work?

Kim: Family and their activities.

With several grandchildren in activities, Kim stays busy watching hockey, tennis and going to school concerts. She also loves to read – give her a good suspense thriller and she's happy!

How would you define "success"?

Kim: Accomplish the goals I have set for myself.

What is the most fulfilling part of your job?

Kim: I love working with our customers.

In her position with BND, she gets to know many longtime customers really well – some have become like friends. "That personal connection means a lot to me."

Elizabeth Nolan added, "We wouldn't be able to offer the amazing customer service we do without her!"

Kim, husband Gary and daughters



Kim, Gary and grandchildren

Kim Neigum is definitely a banker you should know!

Memorable Piece of Advice ...

Everything can be fixed: Don't be afraid to make a mistake.

BND Volunteer Group at the Dakota Zoo





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HSA Workshop – October 31, Bismarck



Meet Your Instructor
Heidi LeMieur, CISP
Vice President –
Compliance &
Training



Dakota School of Banking Trains 68 Bankers in Jamestown

In its 51st year, the Dakota School of Banking trained 68 bankers. The school, sponsored by the North Dakota Bankers Association (NDBA) and endorsed by the South Dakota Bankers Association (SDBA), was held June 1-6 on the University of Jamestown campus in Jamestown, ND, where it has been held since 1997.

"NDBA is grateful to see continued high demand for the Dakota School of Banking," said Dorothy Lick, NDBA senior vice president of education. "Each banker gets a well-rounded educational experience, valuable banking skills, and a lifelong network of peers."

Students at the Dakota School of Banking are enrolled for two years, attending one week each summer. The first-year session provides a general overview of the banking industry and the departments that make up a bank. The second-year session builds on the general banking knowledge gained in the first year and adds a computerized bank management simulation to reinforce technical and functional management skills. Instructors at the school include bankers, attorneys, accountants, and consultants. Sessions combine lecture, hands-on activities, and testing.

Heidi Schumacher, fraud manager at Border Bank, Fargo, joined the DSB faculty in 2025. A highlight for second-year students was an effective leadership session presented by bank management consultant Mark Stenson of Rochester, MN.

Mark your calendars... The 52nd session of the Dakota School of Banking will be held May 31-June 5, 2026, at University of Jamestown.



Congratulations to the 2025 Dakota School of Banking Graduates!

First row (seated): Lindsey Forkel, BankNorth, Warner, SD; Lex Armstrong, Citizens State Bank of Lankin; Kristi Entzi, BND; Amy Ratajczak, Bank Forward, Fargo; Krystall Atkinson, BND; Maddie Kranz, First International Bank & Trust, Minot; and Bethany Eberhardt, Bank Forward, Cooperstown.

Second row: Lindsay Hoff, TruCommunity Bank, Washburn; Stacy Rosevold, First State Bank, Buxton; Brandy Sorenson, Bell Bank, Fargo; McKayla Weston-Walters, Eide Bailly LLP, Fargo; Tiffany Hatcher, Bravera Bank, Finley; Beth IntVeld, BND; Nicole Nogowski, Cornerstone Bank, Fargo; Ashley Johnson, Western State Bank, West Fargo; Kristen Wagner, TruCommunity Bank, Turtle Lake; Michelle Harm, Union State Bank, Hazen; and Nicole Rudie, BankNorth, Casselton.

Third row: Matthew Olson, First International Bank & Trust, Fargo; Austin Wicklund, VISIONBank, Fargo; Eric Hull, First International Bank & Trust, West Fargo; Devon Smith, BND; Anthony Wahler, Lincoln State Bank, Hankinson; Dontae Gardner, First International Bank & Trust, Fargo; Eric Watne, BND; Colton Lloyd, Bell Bank, Fargo; Kane Perrin, Bravera Bank, Mandan; Will Brand, Bravera, Minot; Andrew Nephew, Bank Forward, Fargo; and Jon Dufault, Bravera Bank, Northwood.



Krystall Atkinson, Bank of North Dakota, was named the 2025 Dakota School of Banking Outstanding Banker. She is pictured with DSB Instructor Tom Capouch, First State Bank, Portland.



First-Year Students

Front row: **Tanja Goellner**, Sycorr, Fargo; **Riley Griffin**, Bank of North Dakota; **Teresa Rohloff**, Bank Forward, Jamestown; **Laura Brademeyer**, Bank of North Dakota; **Caylla Haman**, State Bank of Bottineau; **Autumn Eggersgluss**, CorTrust Bank, Delano MN; **Breann Schnepfer**, Sycorr, Fargo; and **Dinh Le**, First International Bank & Trust, Chandler AZ.

Second row (seated): **Bree Stumvoll**, TruCommunity Bank, Garrison; **Jody Klocke**, Bank of North Dakota; **Erin Mowery**, Cornerstone Bank, Sioux Falls

SD; **Kirsten Lindsay**, Bank of North Dakota; **Josie Flaten**, Horizon Financial Bank, Langdon; **Cody Bedlion**, First National Bank and Trust Company, Bottineau; and **Kenzi Peterson**, Dacotah Bank, Valley City.

Third row: **Joe Rauser**, Bank of North Dakota; **David Dukart**, First International Bank & Trust, Killdeer; **Jarrett Peskey**, Bravera Bank, Minot; **Kendra Finck**, Union State Bank, Beulah; **Lorri Wyatt-Williams**, Bravera Bank, Bismarck; **Angie Bakeberg**, BankNorth, Aberdeen SD; **Jeremiah Beard**, First International Bank & Trust, Fargo; **Will Raymond**, First State Bank, Thompson; **Dylan DuBois**, Citizens State Bank of Lankin, Edinburg; **Hayden Bring**, BankNorth, Arthur; **Sarah Brouillard**, Western State Bank, West Fargo; and **Kelly Rexine**, BankNorth, Casselton.

Back row: **Todd Anderson**, KodaBank, Fargo; **Bri Miller**, First International Bank & Trust, Fargo; **Cole Brose**, First Western Bank & Trust, Minot; **Cody Didier**, Union State Bank, Hazen; **Josh Mattson**, Bremer Bank, Rugby; **Jaden Hamilton**, Merchants Bank, Rugby; **Andrew Davidson**, Peoples State Bank, Wahpeton; **Barty Ogbu**, First Western Bank & Trust, Fargo; **Lance Dolezal**, Bell Bank, Fargo; **Jace Pederson**, Bravera Bank, Finley; and **Justin Twogood**, Bell Bank, Fargo.

BankExec Teams



DSB Advisory Board

Above:

DSB Advisory Board: **Sue Faller**, Kindred State Bank; **Dorothy Lick**, NDBA; **Tom Stennes**, BankNorth; **Tom Capouch**, First State Bank; **Gus Schlepp**, First Western Bank; **Devon Smith**, BND; **Paige Bjornson**, Dacotah Bank; **Jeremy Skoglund**, Western State Bank; and **Annie Ness**, Bank Forward.

Below:

2025 DSB Instructors and Staff
(l to r): **Tom Capouch**, **Annie Ness**, **Dorothy Lick**, and **Gus Schlepp**.



Top BankExec Team

Left Photo:

The 2025 Top BankExec Team
(l to r): **Kristen Wagner**, TruCommunity Bank; **Andrew Nephew**, Bank Forward; **Kristi Entzi**, Bank of North Dakota; **Dontae Gardner**, First International Bank & Trust; and **Nicole Nogowski**, Cornerstone Bank.



DSB Instructors & Staff

Dakota School of Banking

Special thanks to the DSB Faculty:

Ryan Ames, Zimney Foster PC, Grand Forks
 Rich Beck, Ft. Wayne, IN
 Matt Brase, Cornhusker Bank, Lincoln NE
 Tom Capouch, First State Bank, Portland
 Cody Delzer, SBS Cybersecurity, Madison SD
 Mark Jensen, Western State Bank, West Fargo
 Tracy Kennedy, Zimney Foster PC, Grand Forks
 Mary Locken, Attorney, Fargo
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 Carolene Severson, ND Department of Financial Institutions, Fargo
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"The class material, classmates, and instructors made this a fantastic experience."



"So thankful for the opportunity to attend DSB! I learned so much and met so many great people!"



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JUNE 2025 EDITION



The U.S. Centers for Disease Control and Prevention (CDC) estimates that 1 in 6 people get sick from a foodborne illness each year.

Summer Food Safety Tips

You'll likely spend time outside with family and friends this summer at a picnic or backyard barbecue. However, if you aren't careful about handling foods and beverages during these cookouts, you're putting yourself and others at risk for potential food-related illnesses.

Bacteria multiply especially fast in the summer heat, making outdoor cookouts prime breeding grounds for E. coli and salmonella. Symptoms of foodborne illnesses may include nausea, vomiting, diarrhea and abdominal cramping.

Prevent food poisoning at picnics and barbecues with these four simple steps from the CDC:

- **Clean.** Wash cooking equipment, dishes and utensils between uses. Be sure to clean the grill's surface after each use and wash cutting boards after preparing raw meat. Germs can survive in many places, so washing your hands and surfaces is critical.
- **Separate.** Use one cooler for drinks and one for food. It's also important to separate raw foods (e.g., poultry, seafood and eggs) from those ready to eat. Lastly, never eat anything left out of a refrigerator or cooler for more than two hours or one hour if the temperature is above 90 degrees Fahrenheit.
- **Cook.** Food is safely cooked when the internal temperature is high enough to kill germs that can make you sick. The best way to know if food is cooked properly is by using a meat thermometer. For example, burgers and hot dogs should be cooked to 160 degrees Fahrenheit and chicken to 165.
- **Chill.** Refrigerate food promptly since bacteria can rapidly multiply if left at room temperature. The "danger zone" for bacterial growth is 40-140 degrees Fahrenheit.

If you have mild food poisoning, it's important to stay hydrated. Keep in mind that more serious cases, which often include a fever and dehydration symptoms, require medical attention.



Reaping the Health Benefits of Gardening

Interest in home gardening continues to rise amid economic concerns. Although the annual Axiom Gardening Outlook Study found overall decreases in time spent gardening and plans to expand gardens, younger generations have been picking up gardening tools in recent years and plan to continue.

Generation Z (69.2%) and millennials (51%) are expected to spend more time gardening in 2025.

There's no denying that gardening has numerous benefits. It's a good way for households to get healthier and cheaper food, but it also helps people reach their movement goals. The CDC counts weeding, mulching and mowing as moderate exercises, while raking and digging are vigorous. In addition to physical activity and healthier eating habits, consider these health benefits of gardening:

- Increased vitamin D levels that are essential for body functions
- Reduced cortisol levels that trigger stress
- Improved mood
- Relaxation and reduced anxiety
- Boosted self-esteem

If you haven't started gardening yet, it's not too late to start and reap the benefits of time outside. Talk to your doctor to learn more about ways to manage your well-being.

JUNE 2025 EDITION

Sleep Tips for the Long Summer Days

As the days grow longer and temperatures rise, many people find falling and staying asleep increasingly difficult. In addition, people may have busy social schedules for the summer.

Summer sleep disturbances can be frustrating, but with a few practical tips, you can improve your sleep quality despite the seasonal changes. Try these tips:



- Keep a consistent schedule. Late nights can happen in the summer, and that's OK. Overall, try to stick to a regular and consistent sleep schedule to regulate your circadian rhythm.
- Create a cool sleep environment. Keep your bedroom cool with fans and air conditioning, or prop open doors and windows.
- Use lightweight fabrics. Opt for lightweight and moisture-wicking pajamas and bedding. Materials like cotton, linen, bamboo and silk can help you stay comfortable.
- Try a sleep mask. Longer daylight hours can disrupt your sleep cycle, so wearing a sleep mask can help create a dark environment. Experts advise against blackout curtains, as some light alerts your body that the day is coming.
- Stay hydrated. Drink plenty of water throughout the day to stay hydrated in the heat, but avoid large amounts right before bed to prevent waking up for bathroom trips.

Remember, a good night's sleep is essential for overall health and well-being. Small changes can improve your summer slumber, but talk to your doctor for further sleep guidance.

MONTHLY RECIPE

GREEN BEAN AND RICE CASSEROLE

Makes: 6 servings



INGREDIENTS

- ½ cup onion (chopped)
- 2 tsp. vegetable oil
- ½ cup rice (uncooked)
- 15-oz. can low-sodium green beans (drained)
- 15-oz. can low-sodium diced tomatoes
- 1 cup water

PREPARATIONS

1. In a medium-sized pan, cook the onions in vegetable oil until they start to turn light brown.
2. Add the rice, green beans, tomatoes and water.
3. Bring to a boil.
4. Cover the pot with a lid and cook over low heat for 10 minutes.

NUTRITIONAL INFORMATION

(per serving)
Total calories: 114
Total fat: 2 g
Protein: 3 g
Sodium: 183 mg
Carbohydrate: 21 g
Dietary fiber: 3 g
Saturated fat: 0 g
Total sugars: 3 g

Source: MyPlate



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July 2025 Webinars

Embrace your emotional health with a live webinar 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.

[Thursday, July 10th: 12-12:30pm CST/1-1:30pm EST](#)

Overcoming Obstacles: CBT Strategies for Minority Mental Health: Have you ever felt singled out in a crowd, or different from those around you? While we may sometimes feel more isolated in the midst of all these differences, our variety can add richness to the world. In this webinar brought to you by the Learn to Live clinical team, we'll explore how Cognitive Behavioral Therapy (CBT) strategies can help all of us acknowledge our diversity while we reshape our thoughts and actions to build resilience and inner peace. ****New webinar in recognition of Minority Mental Health Month***

[Tuesday, July 15th: 11-11:30am CST/12-12:30pm 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? 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. Our clinical team will share research-supported strategies to boost your mood.

[Friday, July 25th: 12-12:15pm CST/1-1:15pm EST](#)

Resisting the Pressure to be Perfect: Do you ever feel like you're not quite good enough, no matter how hard you try? When we put high pressure on ourselves and always strive for perfection, it can leave us feeling anxious, stressed, and sometimes we get stuck. Learn to Live's clinical team will discuss the impact of perfectionism and share practical tools to help you move forward with more self-compassion and freedom from the high pressure of perfectionism.

[Tuesday, July 29th: 10-10:30am CST/11-11:30am 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.



Monthly wellness materials are part of a comprehensive health and wellness platform, BlueElements.

Blue Cross Blue Shield of North Dakota is an independent licensee of the Blue Cross Blue Shield Association.

Learn to Live, Inc. is an independent company offering online tools and programs for behavioral health support on behalf of BCBSND.



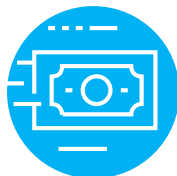
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Developing a Habit of Savings

TIP SHEET

Automate It



Direct deposit

- When you have a job, ask your employer to deposit some of your pay (maybe 80 percent) into your checking account and the rest (20 percent) into a savings account.
- The same can be done with tax refunds. They can be split between two accounts.



Direct transfers

- You can set up a certain amount of money to be moved from your checking account to your savings account at set times, for example once a week or once a month.



Apps that round up your purchase

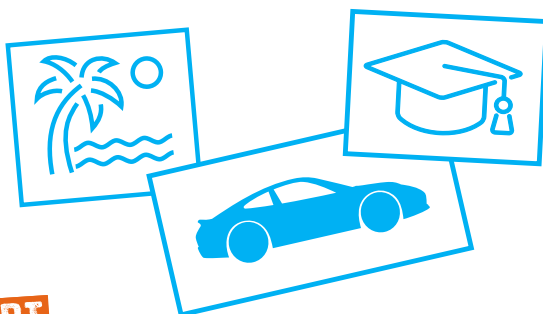
- There are apps that will round up your purchases and put the rest into savings. For example, if you spend \$12.35 eating lunch somewhere, the app would add 65 cents to your savings account (rounding it up to \$13.00).

Make Small, Frequent Deposits



Research shows people prefer to make smaller, more frequent additions to their savings rather than larger ones all at once.

Share Your Goal



Who can you share your goal with — a friend, relative, someone else?

How can you remind yourself of your goal? Take a photo of something you are saving for? Calendar reminders?





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Thank You to NDBA's Valued Associate Members

The North Dakota Bankers Association, together with their partners at the South Dakota, Montana, and Wyoming Bankers Associations, was proud to host the 2025 Quad States Convention, June 8–10 in Rapid City, SD. This successful event would not have been possible without the support of our incredible associate members.

We extend our heartfelt thanks to each of you. The strength of an association lies in its partnerships – and your dedication to the banking industry, service to financial institutions, and active involvement in events like the Quad States Convention are truly appreciated.

Through your membership dues, sponsorships, educational support, and convention participation, associate members play a vital role in helping NDBA fulfill its mission to provide "Exceptional Leadership for North Dakota Banks."

Your value goes beyond numbers – though NDBA is proud to have nearly 100 associate members. You bring critical expertise, innovative solutions, and trusted services to our member banks across more than 30 sectors, including: accounting, ag real estate, architectural, auction services, bank financial information, BOLI, brokerage, communications and marketing, compliance, consulting, core processing, correspondent banking, debit processing, education, equipment, fraud prevention, hotels, information security, insurance, investments, law firms, loan services, mortgage services, network support, office supplies, risk management, SBA lending, security, technology and trust-related services.

Each year, NDBA proudly highlights our associate members in the NDBA Bulletin, offering well-deserved recognition for your ongoing contributions to the banking community. This includes a helpful resource guide to connect our members with the services and solutions you provide.

To our associate members – thank you for being an essential part of our community. Your partnership makes our industry stronger.

"Business is built on relationships – trust, respect, and connection are the true currency of success."



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BUSINESS PARTNER FEATURE

Fear of Missing Out vs Fear of Messing Up

Andrew Okolski
Managing Director
The Baker Group



While we can certainly agree that neither “motivator” is ideal for balance sheet managers, both have been big drivers over the past five years. During COVID-19, surging liquidity and non-existent loan demand left many scrambling for wholesale assets. FOMO (Fear of Missing Out) drove many to extend duration much farther than usual to find yield and margin. During the surging loan demand that followed the pandemic, many chose to chase loan volume, overlooking their offering rates and credit risk in the face of historical inflation and Fed hikes.

At the time, these moves were certainly understandable, (though it is not my intention to play Monday morning quarterback). However, the fear of missing out on yield in 2020/2021 and the fear of missing out on potential loan volume in 2022/2023 both led to actions that the industry will continue to feel for quite some time.

The cost of these strategies is still impacting many balance sheets across the industry today. However, there has been an even more sinister impact from these past pressures: FOMU (Fear of Messing Up). Many balance sheet leaders are now holding back on making key strategic decisions due to this very fear. I would argue that over a long enough period, FOMU will do even more damage to balance sheets than FOMO ever could. Our industry leaders and

decision makers cannot build balance sheets for the future while constantly looking over their shoulders. I certainly believe that we should take the time to learn from our past mistakes and use those experiences to make us better. However, holding our management teams hostage through fear is certainly not the path forward.

Fast forward to the industry's current situation and we once again have assets yields at levels we haven't seen since 2007! The problem is that our actions are noticeably slower than in the past. Many worry about the risks of inflation and tariffs potentially driving longer yields higher over time. This is a valid and understandable concern. However, the current market volatility has equal risks to both the rising and falling rate scenarios. If we continue to over analyze and focus only on the risks from rising rates, we potentially leave ourselves exposed to the risk from falling rates. Given the challenges we still face from the last time rates unexpectedly shot higher, additional care is certainly called for right now. At the same time, we must realize that not taking any action is virtually as risky as taking the “wrong” action.

If we look at rates over the past year, we can see that 30yr treasuries have in fact risen by 49bps. However, while many have put off acting because of the fear of recent past, the shorter end of the curve



has dropped by 20 to 100bps. So, while we watch the drama play out in the treasury market on the long end, the part of the curve that impacts most of our asset pricing is down quite a bit. Many people argue that earning 4.30% in cash is a “good rate” right now, not realizing that yield has dropped 100bps over just the past year.

No one is saying that we should take drastic action and risk repeating the mistakes from COVID-19. However, it’s important to realize that volatility is here to stay so delaying action and decisions is not an answer. Instead, we need to take this opportunity to review our balance sheets weaknesses and needs. Some institutions will need to focus on adding higher tier credits on the loan side to better hedge future credit risk. Others will need to add additional bullet alternative assets to hedge their asset sensitivity in a falling rate environment. The main key here is that it’s not our job to guess where rates are heading. We can leave that for the TV personalities who get paid to generate financial content. However, it is also

past time for us to take action and properly manage our balance sheets. I argue that a solid balance sheet/IRR approach to strategy and performance is more critical than it has been in a long time. Our board of directors and customers count on us to make proactive strategic decisions that steer the ship through stormy seas.

Andrew Okolski is a Managing Director at The Baker Group. He works directly with clients in a broad range of areas including ALM, education, portfolio management, interest rate risk management, strategic planning, regulatory issues, and wholesale market strategies for financial institutions. Contact: 800-937-2257.



The Baker Group

Asset Liability Management and Investment Strategies Seminar

Just when we thought the “once in a generation” financial crises were behind us, along comes an unprecedented global trade war. Not surprisingly, this has created new bouts of extreme volatility while also creating new problems that financial institutions must navigate. Current concerns include stagflation, recession, permanent damage to global trade, worsening political relationships, and most importantly for our businesses, a financially weakened economy and consumer. During this seminar we will discuss the potential impacts from each of these risks along with executable strategies that management can deploy in a proactive manner. All of our typical ALM and management decisions must be rethought in this type of environment. From how we price our loans and deposits to how we manage liquidity and our investment portfolio. We must ensure that each part of our balance sheet is properly aligned to hedge as many of these risks as possible. In the past twenty-five years, we have survived a dotcom bubble, great recession, global pandemic, and raging inflation as a result. With the right strategic planning and action steps, we can certainly survive this global trade war as well.

This seminar will examine the challenges currently faced by CEOs, CFOs, and investment officers who must navigate the next rate cycle. Join us for an in-depth discussion of the following topics:

- **Economic and Market Update**
- **The Fed's Next Moves**
- **Regulatory Hot Buttons**
- **Interest Rate Risk**
- **Liquidity Risk Management**
- **Investment Portfolio Strategies**
- **MBS/CMO Market**
- **Municipal Market Update**

There is no cost for this seminar.

AGENDA

Tuesday, July 15

Breakfast, Seminar, Lunch, Seminar, Conclusion

WHO SHOULD ATTEND

Financial institutions' CEOs, CFOs, investment officers, board members, and those who are directly or indirectly responsible for financial management functions will benefit from this seminar.

For more information or to register, visit GoBaker.com/north-dakota/ or scan the QR code. Call Skoshi Heron at 888.990.0010 for additional questions.

7 hours of Economics and Finance CPE credits will be earned for your attendance.



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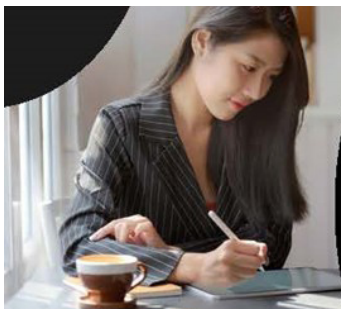
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Member Price: \$375 (readings included)

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Analyzing Bank Performance | [click here](#)

September 24, 2025 – October 24, 2025

Member Price: \$775

An overview of tools and techniques to analyze and improve a bank's financial performance. Participants observe the effects of certain kinds of risk on a bank's financial track record, and the correlation between risk optimization and superior financial performance.

Building Customer Relationships | [click here](#)

November 17, 2025 – December 19, 2025

Member Price: \$255

Building Customer Relationships guides students through the strategies for earning customer loyalty, value-added sales and marketing, and creating and maintaining strong bank customer and partner relationships. It builds the critical relationship management skills so essential to successful banking careers.

Introduction to Agricultural Lending | [click here](#)

September 22, 2025 – November 14, 2025

Member Price: \$575

A review of the fundamental skills needed to begin to undertake credit analysis, loan structuring and monitoring for agricultural customers. The course also provides guidance on dealing with problem loans. This course was developed in conjunction with the Schools of Banking, Inc., a jointly-owned subsidiary of the Kansas and Nebraska Bankers Associations.

Marketing Management | [click here](#)

October 20, 2025 – November 14, 2025

Member Price: \$375

Marketing Management examines management activities from ongoing brand management to public relations and digital marketing to return on investment. Understanding the practices needed to prioritize projects, assess performance and balance resources will enhance your marketing success. To be an active contributor on a marketing team you must have working knowledge of marketing management.



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Register online at FraudAcademyHQ.com!



**September 25, 2025
Bloomington, MN**

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Don't miss this full day of premier education sessions designed specifically to help you optimize your organization's participation in SBA's lending programs and build your network of SBA program and industry experts.

The lodging block at Doubletree by Hilton Bloomington closes on **September 10**.

For more information and to register, [Click here](#).

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This school goes beyond the basics to present best practices and solutions to today's most critical financial management decisions. Designed by experienced CFOs to provide the tools you need to build a solid foundation in asset/liability management.

BANK CYBERSECURITY SCHOOL October 13 - 17, 2025

This school will give you the practical insights to mitigate the risk of fraud. Includes an in-depth, interactive study of the latest IT security best practices, including information security law, IT security management, virtualization, infrastructure, network penetration testing, ethical web hacking, AI and mobile defense.

STRATEGIC MARKETING PROGRAMS Details TBA

GSB's innovative marketing programs integrate critical marketing and business development strategies with the business of banking – covering key topics like marketing planning, branding, content and digital marketing, customer acquisitions, customer experience, data management, goals setting, and more, all in the context bank leadership. Watch for details on future offerings at GSB.org

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BUSINESS PARTNER FEATURE

Strategies for Managing Liquidity in Today's Rate Environment

H.D. Barkett
Managing Director,
Treasury Desk
IntraFi



With the Fed holding rates steady since last year, bankers are rethinking their strategies for funding and liquidity management. Today's rate environment may tighten the spread between earning assets and liabilities, requiring bankers to adjust.

Here are three strategies bankers can leverage now to walk this tightrope.

1. Examine and Reprice Short-Term

Liabilities: Rates that remain higher for longer will impact profitability. To counterbalance, banks will need to reprice a portion of their liabilities, reducing interest paid to some depositors. While some customer runoff will be inevitable, bankers should prudently consider their approach, as cutting rates too swiftly (or for too many customers) could lead to unexpectedly large losses in funding.

Thoughtfully considering which classes of customer will see deeper rate cuts (preserving higher rates for higher-value depositors), in conjunction with using short-term funding solutions, can help banks maintain desired funding and optimal liquidity levels. As an example, IntraFi's ICS® service can provide floating-rate, short-term

funding that reprices quickly, enabling banks to take full advantage of potential rate-cuts and replace high-cost deposits that may leave because of rate changes. This can be done using ICS' One-Way Buy® feature, through which banks can access floating-rate funding at select terms (from overnight to multiyear) without collateralization requirements.

2. Assess Whether to Repay Long-Term,

Fixed-Rate Liabilities: Banks will also need to check their longer-term liabilities and decide if they are worth holding or paying off early and replacing them with shorter-term, lower-cost deposits. Fortunately, the math behind this decision is easy – bankers will just need to compare the prepayment penalty against the cost of continuing to pay above-market rates.

For banks that make the decision to replace their longer-term liabilities with shorter-term funding, ICS One-Way Buy is a simple way to acquire floating-rate funding tied to an index of the bank's choice. Institutions that are looking to reduce the burden of longer-term liabilities but still desire fixed-rate funding may benefit from leveraging CDARS® One-Way Buy, which allows banks to acquire large

blocks of fixed-rate, wholesale funding and mitigate margin compression – while paying a single, all-in rate with no transaction fees apart from the cost of funds.

3. Pay Attention to Your Bank's Securities

Portfolio: The changing shape of the yield curve over the past two years has forced some institutions to take considerable losses, and, in 2023, even contributed to several notable bank failures. Most institutions have fortunately weathered the storm, though they may be holding on to unrealized losses. This latter group may be in luck – as rates decline, those once-underwater securities now have a chance to come up for air. Banks should monitor the yields of formerly upside-down bonds against the cost of funding

These potentially recovered securities can be helpful to counterbalance any losses incurred in paying off long-term liabilities, offsetting at least some of the prepayment penalty.

These are far from the only considerations facing banks during a fundamental shift in rates, but by prioritizing these items, banks can act quickly to boost profitability during this period of change, setting themselves up for even greater success once rates settle. Solutions, such as IntraFi's ICS or CDARS services, can provide both short- and long-term wholesale funding alternatives, as well as deposit-gathering and liquidity management tools that banks can use in any rate environment.

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. 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. ICS, CDARS, and One-Way Buy are registered service marks of IntraFi LLC.

H.D. Barkett is Senior Managing Director, Treasury Desk at IntraFi. Mr. Barkett has been involved in banking and financial services for more than 30 years, working with financial institutions on issues involving asset/liability management, liquidity management, risk assessment and management, and portfolio hedging. Formerly, he served five years as Vice President of Sales and Marketing and Director of New Initiatives with the Federal Home Loan Bank of Des Moines. Prior to that, Mr. Barkett was Vice President of Institutional Fixed Income sales with both Shay Financial Services and Paine Webber. For 12 years, Mr. Barkett held various management positions at Federal Home Loan Bank of Dallas in its Investments Group, Financial Strategies Group, and Sales and Marketing Department. Mr. Barkett joined IntraFi in 2002.



IntraFi



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From shifting demands to evolving market conditions, we know your bank's funding needs aren't always predictable. With IntraFi's ICS® and CDARS® services, it's easy for banks to grow relationships yet move deposits off balance sheet when needed, or to maintain funding amounts on balance sheet as liquidity needs dictate. The services offer an attractive combination of benefits for your customers and allow your bank to set its own rates. IntraFi is the largest deposit placement service provider and its network enables the highest per bank and per depositor capacity, offering the ability to make large dollar placements every business day.

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Contact your Managing Director
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Security Operations for Financial Institutions

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#1

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Account Executive for North Dakota
zach.stover@arcticwolf.com
651-592-4195



JACK SIEGEL

Account Representative for North Dakota
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BaNK

HAPPENINGS



Bismarck

Bank of North Dakota (BND) released its 2024 Annual Report. Titled “Breaking the Barrier,” the report highlights two large multi-state agency initiatives launched in 2024 under BND’s leadership: SmartWithMyMoney.nd.gov and Sustain, Transform, Authenticate North Dakota (STAND). Complete copies of the 2024 Annual Report are available at www.bnd.nd.gov.

Bismarck

Bank of North Dakota recently hired **Richard Klingfus** who rejoined BND May 27 as the new retail banking specialist II. He previously worked in this role until his move to Minnesota two years ago.

Erin Kay also joined BND May 15 as the new student loan origination representative. She comes to BND from Williston State College where she was a financial aid specialist. Erin has a bachelor’s degree in business administration from University of Nebraska at Kearney.

Wahpeton

Ben Watkins has been hired as Wahpeton market president at **Bell Bank**. A native of LaMoure and a graduate of the University of Jamestown, Watkins has more than a decade of experience in the financial sector.



Richard Klingfus



Erin Kay



Ben Watkins

associate

HAPPENINGS

Bismarck

The North Dakota Industrial Commission has appointed **Brandon Dettlaff** as the executive director of the **North Dakota Housing Finance Agency (NDHFA)**. Dettlaff will assume the role upon the June 13 retirement of current executive director, Dave Flohr. Dettlaff began his career with the Housing Finance Agency in 2007, and has held several positions, moving into the role of homeownership director in May of 2020. The Commission also expressed their gratitude to Dave Flohr for his 41 years of exceptional service to the Housing Finance Agency and the State of North Dakota.



Brandon Dettlaff

Bismarck

North Dakota Housing Finance Agency (NDHFA) announces the planned distribution of \$240,000 through its 2025 Helping Housing Across North Dakota (Helping HAND) program as follows:

- Community Action Partnership, Dickinson/Williston, \$28,210
- Community Action Partnership, Minot, \$22,139
- Dakota Prairie Community Action Agency, Devils Lake, \$18,376
- Red River Valley Community Action, Grand Forks, \$30,882
- Southeastern ND Community Action Agency, Fargo, \$59,936
- Community Action Region VI, Jamestown, \$16,355
- Community Action Program Region VII, Bismarck, \$39,036
- Trenton Indian Service Area, Trenton, \$7,333
- Turtle Mountain Band of Chippewa, Belcourt, \$7,333
- Red River Valley Habitat for Humanity, Grand Forks, \$4,000
- Habitat for Humanity Northern Lights, Moorhead, \$4,000
- Rebuilding Together Fargo/Moorhead Area, Fargo, \$1,200
- Rebuilding Together Greater Bismarck/Mandan, Bismarck \$1,200

Helping HAND grants support households earning no more than 80% of the HUD median income for their county. Recipients must provide a 25% local match. Since 1993, North Dakota Housing Finance Agency has awarded over \$7.1 million in grants, leveraging more than \$50 million to assist 8,200+ low-income individuals and families statewide. Funded by agency earnings, grants are distributed to Community Action Agencies based on poverty levels, with specific allocations for tribal housing authorities and nonprofits. Households needing rehab assistance should contact a grant recipient for details.

CLASSIFIEDS



To place an ad, email information to ndba@ndba.com.

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

Insurance Manager Bismarck ND



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

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

Starion Bank is seeking an Insurance Manager in Bismarck! Salary dependent on experience.

Responsibilities:

- Manage the overall performance of Starion's Insurance division, including staffing, financial performance, sales performance, client relations, and administration responsibilities.
- Coach, train, and lead the Insurance staff to Starion's core values
- Promote growth, client retention, insurance relationships, and overall profitability
- Establish strategies for sales, business development, customer service, account retention, cross sales and referrals
- Ability to travel to Starion branches is required

Qualifications:

- Insurance licenses in property, casualty, life and health
- Knowledge of insurance regulations, policies, and procedures
- Knowledge of insurance carriers, industry trends, and overall news impacting the industry
- Eight to ten years of Insurance sales and leadership experience, or related experience
- Position is located in the Bismarck / Mandan area

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 our team and work at a bank recognized as "Best of the Best" by Independent Business magazine and "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.

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



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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.

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

Credit Analyst II Any Bravera Location



Bravera Bank is hiring for a Credit Analyst II at any of our locations. Bravera is an employee- and director-owned company that is committed to helping our employees forge a new path in their career. We work together to drive continuous improvement which enhances the customers experience and keeps our organization moving forward. A Credit Analyst will analyze borrower's financial statements to determine the risk involved in extending credit to businesses, compile credit presentations, and research support material for loan portfolio. They will work on complex credits, assist leads with projects, mentor other analysts, and perform Moody's system administration.

Duties and Responsibilities:

1. Analysis of financial information of new and existing borrowers using sound judgment on cash flow and credit worthiness.
2. Assist lenders in constructing financial statement spreads and analyzing financial statements for credit quality including financial ratios, cash flow analysis, collateral analysis, repayment analysis on new and existing loans and applications, etc.
3. Assist lenders in conducting research and completing loan forms and other documentation, as needed.
4. Compile financial information in a standardized format for credit presentation by lenders.
5. Provide objective risk rating for loans based on financial strength of the borrower.
6. Assist lenders in analyzing loan covenant to debt compliance, as needed.
7. Assist lenders with general research and administrative recordkeeping, loan documentation, filing, etc.
8. Assist lenders with internal file review.
9. Assists lenders with developing existing and new customer relationships.

Required Qualifications:

- Five years of experience as a commercial and/or ag credit analyst.
- Strong analytical skills.
- In-depth knowledge of credit analysis, credit administration, credit policy and procedures, and risk analysis.
- Effective technical report writing skills.
- Effective verbal and written communication skills.
- Proficient computer navigation skills using multiple software packages.
- Detail-oriented with an emphasis on accurate output.
- Initiative to produce high quality work.
- Effective time management skills.

Preferred Qualifications:

- Bachelor's degree in accounting, finance, economics, business administration, farm/ranch management, or related field.

For additional details and to apply, please visit bravera.bank/careers

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

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

Credit Analyst I Any Bravera Location



Bravera Bank is hiring for a Credit Analyst at any Bravera location (including Fargo, ND). Bravera is an employee- and director-owned company that is committed to helping our employees forge a new path in their career. We work together to drive continuous improvement which enhances the customers experience and keeps our organization moving forward.

A Credit Analyst is responsible for analyzing borrowers' financial statements to determine the degree of risk involved in extending credit to Agricultural and Commercial businesses. They will compile credit presentations for review by lenders and will assist in research of required support material for loan portfolio.

Duties and Responsibilities

1. Earn and maintain the respect and trust of people. Display honesty, integrity, and morality.
2. Responsible to promote a positive and collaborative environment that supports teamwork and excellent customer service throughout the organization.
3. Contribute to the overall success of the organization by leveraging opportunities as they relate to all entities of Bravera Holdings Corp.
4. Must maintain a high level of confidentiality and professionalism regarding all employee and customer issues and information.
5. Analysis of financial information of new and existing borrowers using sound judgment on cash flow and credit worthiness.
6. Assist lenders in constructing financial statement spreads and analyzing financial statements for credit quality including financial ratios, cash flow analysis, collateral analysis, repayment analysis on new and existing loans and applications, etc.
7. Assist lenders in conducting research and completing loan forms and other documentation, as needed.
8. Will follow established Bravera Loan Policies and Procedures and provide feedback as to changes needed.
9. Compile financial information in a standardized format for credit presentation by lenders.
10. Provide objective risk rating for loans based on financial strength of the borrower.
11. Assist lenders in analyzing loan covenant to debt compliance, as needed.
12. Assist lenders with general research and administrative recordkeeping, loan documentation, filing, etc.
13. Understand applicable banking regulations and stay current with changes.
14. Responsible for promoting the organization in the community through participation in various civic and community events, activities, committees, and organizations.
15. Adhere to all banking rules and regulations, including but not

limited to the requirements of the Bank Secrecy Act. In addition, the employee will be proactive in the prevention of illegal activities, will vigilantly look for activities that may constitute any type of fraud including money laundering, and will report any suspicious activity to the BSA Officer.

Preferred Qualifications:

- Bachelor's degree in accounting, finance, economics, business administration, farm/ranch management, or related field.
- Two years related banking experience.
- Experience as a commercial and/or ag credit analyst.
- Strong analytical skills.
- In-depth knowledge of credit analysis, credit administration, credit policy and procedures, and risk analysis.
- Effective technical report writing skills.
- Effective verbal and written communication skills.
- Proficient computer navigation skills using multiple software packages.
- Detail-oriented with an emphasis on accurate output.
- Initiative to produce high quality work.
- Effective time management skills.

Location: Any Bravera Bank location (including Fargo, ND).

Benefits

To support this, we provide a competitive and rewarding compensation package which includes a competitive salary, incentive compensation opportunities, retirement plan with company match, health insurance, paid holidays, paid time off (PTO), paid community volunteer time and stock opportunities. As a learning organization, we are committed to investing in the growth and development of our team members, offering training opportunities and tuition reimbursement.

Our Values

- Give and earn trust. We support and empower one another to earn trust through accountable performance.
- Learn, teach and mentor. We are a learning organization that invests in growth and development.
- Collaborate and innovate. We work together to drive continuous improvement to enhance your experience.

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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.



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



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- Learn from industry experts that support, speak, and exhibit at NDBA events

Allied Solutions

www.alliedsolutions.net

Fargo ND

Contact: Steve Owens, Client Development Manager

Phone: 612-845-4282

stephen.owens@alliedsolutions.net



Allied Solutions

IntraFi

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IntraFi

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Phone: 952-261-8978

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Phone: 405-415-7255

jantz@gobaker.com



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Phone: 833-683-0701

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