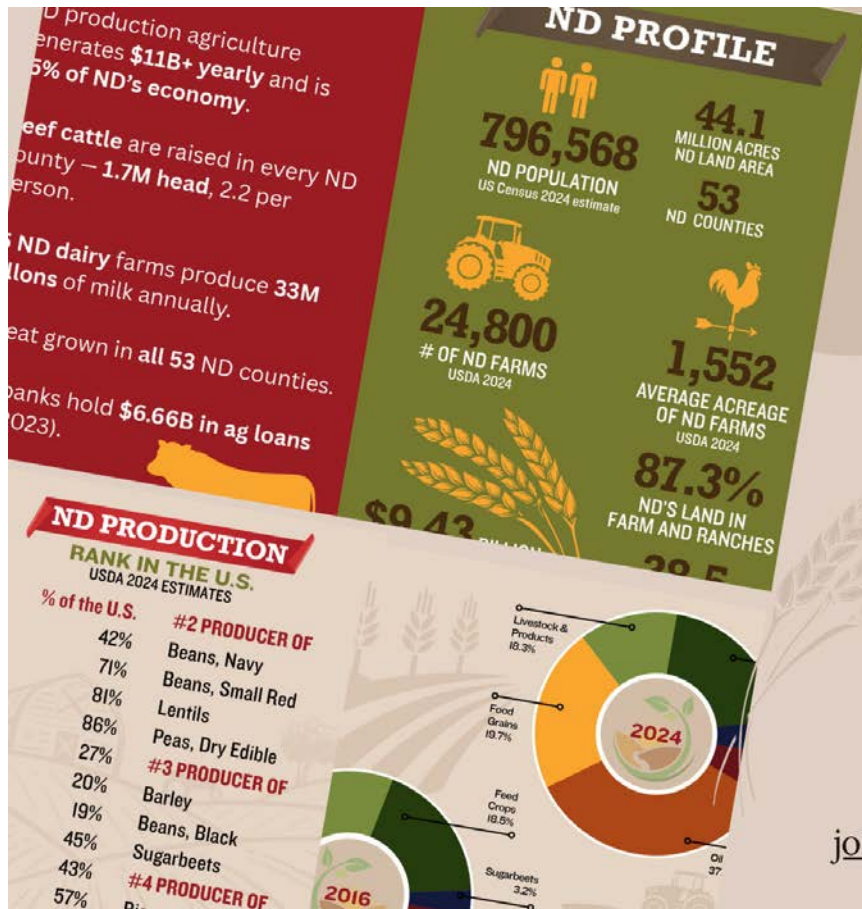


NDBA Peer Group Consortium: Building Relationships & Sharing Knowledge





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Upcoming NDBA Events

OCTOBER 2025						
S	M	T	W	T	F	S
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October 2025

- 27 **IRA Fundamentals** - Delta Hotel by Marriott, Fargo
- 28 **Advanced IRAs** - Delta Hotel by Marriott, Fargo
- 29 **IRA Fundamentals** - Courtyard by Marriott, Bismarck
- 30 **Advanced IRAs** - Courtyard by Marriott, Bismarck
- 31 **HSA Workshop** - Courtyard by Marriott, Bismarck

JANUARY 2026						
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February 2026

- 13-14 **Bank Management Conference** - Scottsdale, AZ
- 25 **Breaking into Banking 101: Fundamentals of Commercial Lending**

APRIL 2026						
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JUNE 2026						
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March 2026

- 9-11 **ABA Washington Summit** - Washington DC
- 25 **Breaking into Banking 201: Analyzing Repayment Sources**

April 2026

- 7-10 **Dakota School of Lending Principles** - Ramkota Hotel, Pierre SD
- 27-29 **Tri-State Trust Conference** - Holiday Inn, Fargo

June 2026

- May 31- Jun 5 **Dakota School of Banking** - University of Jamestown, Jamestown ND
- 15-17 **NDBA/SDBA Annual Convention** - Bismarck ND



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Mission Statement

Extraordinary Leadership for North Dakota Banks



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BANKING ARTICLES



RTP Network Hits 1.8 Million Daily Transactions

The RTP (Real-Time Payments) network set a single-day record by processing 1,808,967 transactions valued at \$5.2 billion on Oct. 3, network operator The Clearing House reported.

The new record reflects the growing adoption of instant payments by financial institutions, businesses and consumers, according to TCH. It was driven by a broad mix of use cases, including gig economy payouts, account-to-account transfers, digital wallet funding and business-to-business payments.

The RTP network surpassed 1 billion total transactions in January, and TCH raised the transaction limit from \$1 million to \$10 million the following month. More than 1,000 financial institutions currently use the network.

Read more: <https://www.theclearinghouse.org/payment-systems/Articles/2025/10/RTP-Record-Day>

FCC Looking to Changes to Modernize Automated Calling Rules, Strengthen Fraud Protections

The Federal Communications Commission has released a draft notice of proposed rulemaking that, if issued and then finalized, would modernize the FCC's Telephone Consumer Protection Act rules and combat illegal call spoofing.

The TCPA is a 1991 law that regulates telemarketing and informational calls using automated processes. The draft rulemaking under consideration contains changes to the FCC's TCPA rules. They are:

- The FCC proposes to delete the “revoke all” rule. Under the TCPA, with limited exceptions, a bank or other business can place an autodialed or prerecorded voice call or text message only with the prior express consent of the called party. A called party has the right to revoke his

or her consent to receive these calls. In a 2024 order, the FCC required a business to treat a consumer's revocation of consent to receive one type of call or message as a revocation of all consented-to calls and messages (the “revoke all” rule). The draft NPRM would rescind this provision.

- The FCC seeks comment on permitting callers to designate the exclusive means by which consumers may revoke consent, rather than requiring callers to honor all revocation requests made using “reasonable means.” Current FCC rules allow consumers to revoke consent through “any reasonable means,” which has created significant challenges for banks in processing customers' revocation requests accurately and efficiently.
- The FCC proposes to eliminate the “provided number” condition that allows banks and other financial institutions to place calls under an existing exemption for fraud alerts only to numbers that were provided by the customer to the institution.
- When a consumer asks the caller to stop placing telemarketing calls to the consumer, current rules require the caller to place the consumer on its internal “do-not-call” list. The FCC proposes to delete this requirement.

To combat illegal call spoofing:

- The FCC proposes to enhance the effectiveness of the STIR/SHAKEN call authentication framework by requiring terminating providers to transmit verified caller name or other caller identity information for presentation on a consumer's handset whenever the provider transmits a call with the representation that the caller has received an “A-level” attestation – the highest form of attestation under STIR/SHAKEN.
- The FCC proposes to require originating voice service providers that transmit caller identity information to employ reasonable measures to verify the accuracy of the

information transmitted. The FCC also seeks comment on requiring providers use “rich call data,” or RCD, to transmit the verified caller’s name on IP networks. Under RCD, when a recipient receives a call from a legitimate company, the company’s logo would appear in the caller ID display, signaling the legitimacy of the call.

- The FCC proposes to require voice service providers to implement measures to ensure consumers know which calls originate from outside the U.S. and to prohibit spoofing of U.S. telephone numbers for calls that originate from outside the U.S.

If the FCC votes to issue the notice of proposed rulemaking at its Oct. 28 open meeting, the public will have an opportunity to comment.

FinCEN Renews Residential Real Estate Geographic Targeting Orders

The Financial Crimes Enforcement Network announced the renewal of geographic targeting orders that require U.S. title insurance companies to identify the natural persons behind shell companies used in non-financed purchases of residential real estate. The GTOs are effective Friday, Oct. 10, through Feb. 28, 2026, after which the postponed residential real estate rule will go into effect.

The renewed GTOs cover certain counties and major U.S. metropolitan areas in California, Colorado, Connecticut, Florida, Hawaii, Illinois, Maryland, Massachusetts, Nevada, New York, Texas, Washington, Virginia and the District of Columbia. No changes have been made to jurisdictional coverage since the last issuance of the GTOs. The purchase price threshold likewise remains \$300,000 for each covered metropolitan area, with the exception of the city and county of Baltimore, where the purchase price threshold is \$50,000.

Read more: <https://www.fincen.gov/news/news-releases/fincen-renews-residential-real-estate-geographic-targeting-orders-0>

FinCEN, Agencies Release FAQ On Suspicious Activity Reporting Requirements

The Financial Crimes Enforcement Network and the federal banking agencies have jointly released an FAQ to clarify certain requirements related to suspicious activity reports. The FAQ is part of what Treasury Secretary Scott Bessent said is a broader effort to address “pain points” for banks with anti-money laundering/countering the financing reporting requirements.

The guidance clarifies regulatory requirements relating to structuring SARs, continuing activity reviews, and a financial

institution’s decision not to file a SAR, according to FinCEN. The goal is to ensure “financial institutions are not needlessly expending resources on efforts that do not provide law enforcement and national security agencies with the critical information they need to detect, combat and deter criminal activity.”

Bessent mentioned the FAQ during a community bank conference hosted by the Federal Reserve, adding that FinCEN and bank regulators “are hard at work” on a new rule to define the requirements for an effective AML/CFT program.

“My expectation is that a proposal will recenter supervision where it should be: on the effectiveness of a bank’s AML/CFT program,” Bessent said.

Read more: <https://www.fincen.gov/news/news-releases/fincen-issues-frequently-asked-questions-clarify-suspicious-activity-reporting>

Fed To Expand Fedwire, NSS Operations to Sundays, Holidays

The Federal Reserve has announced that Fedwire Funds Service and National Settlement Service operations will be expanded to include Sundays and weekday holidays. The expansion will be implemented over several years, “no earlier than 2028 to ensure operational and industry readiness.”

Both FedWire and NSS currently operate Monday through Friday, excluding holidays. Following the expansion, both services will run Sunday through Friday, including weekday holidays. The operating hours each day will remain the same, with the Fedwire Funds Service open 22 hours per day, and NSS open 21.5 hours per day.

“Moving forward, the board will monitor demand for a potential further expansion of operating hours to seven days per week. If the board decides in the future to propose such an expansion, it will seek public comment in a new proposal,” the Fed said in a statement.

Read more: <https://www.federalreserve.gov/newsevents/pressreleases/other20251009a.htm>

Nacha Adopts New Rules to Enhance International ACH Transactions

Nacha voting members have approved new rules aimed at increasing the efficiency of international Automated Clearing House transactions, or IATs, according to the organization.

One new rule requires U.S. financial institutions to register IAT-specific contacts in Nacha’s ACH Contact Registry. Other rules add the capability to carry a person’s date of birth for sanctions screening; add a new return reason to indicate an issue with

sanctions screening as distinct from other return reasons; recognize the possibility that the financial agency outside the U.S. is a non-traditional account-holding institution or organization; and refines the definition of an IAT to make it easier for ACH Originators and Originating Depository Financial Institutions, or ODFIs, to determine whether a payment should be classified as an IAT.

The existing Nacha rules for IATs have been in effect since 2009. Nacha in 2024 adopted rules concerning fraud monitoring that will be phased in starting next year. The new rules will be phased in over the next few years, with Nacha maintaining a timeline on its website.

Read more: <https://www.nacha.org/news/new-nacha-rules-accelerate-funds-availability-and-enhance-iat>

Fed's Barr: Regulation Needed to Fill 'Gaps' in Stablecoin Law

A new law establishing a regulatory framework for stablecoins has "gaps" that could pose risks to financial stability and consumer protection if federal and state regulators don't establish safeguards for individuals and businesses, Federal Reserve Governor Michael Barr said.

The Genius Act, passed by Congress earlier this year, created a legal path for banks and nonbanks to issue stablecoins and provide services to other stablecoin issuers. In a speech at a financial technology conference in Washington, D.C., Barr said that stablecoins have several potential benefits, and that the Genius Act made important progress in building a foundation for regulating the digital currency.

Still, Barr said, "it will be up to both the federal banking agencies and the states to coordinate and develop a comprehensive set of rules that can fill in important gaps and ensure that there are robust guardrails to protect users of stablecoins and mitigate broader risks to the financial system."

Potential pitfalls

As one example, Barr noted that the value of stablecoins is pegged to reserve assets subject to stress. "Permissible reserve assets include uninsured deposits, which were a key risk factor during the March 2023 banking stress. While the Genius Act permits regulators to limit the concentration of reserve assets in uninsured deposits, it will matter how these rules are written," he said.

The law also allows both federal banking agencies and states to serve as the primary regulator of stablecoin issuers, which could result in a broad spectrum of regulatory regimes and the creation of uninsured national or state-chartered trust banks. "This authorization and related decisions by regulators may result in trust banks that engage in a broader range of non-fiduciary, non-custodial, principal activities," Barr said.

As for consumer protection, the law created a narrow definition of "stablecoin" that allows some digital assets that would otherwise qualify to avoid its regulation, lacks sufficient protections to prevent the mixing of bank-like activities and commerce, and does not provide consumers with the fraud protections applicable to traditional payment instruments, he said.

Tokenized deposits

Barr also said that the blockchain technology that supports stablecoins can be used for tokenized deposits, which have the advantage of being part of a regulatory framework that has been tested over time. Banks face robust regulatory and supervisory regimes, and they have access to the Fed's discount window, where they can readily monetize assets in times of stress, he said.

"I don't want to say this system is perfect – it definitely is not – but it is far more robust than what we have developed so far for stablecoins," Barr said. "Thus, it may make sense for both market participants and regulators to consider how tokenized deposits will fit into this ecosystem."

FDIC Proposes Defining Unsafe and Unsound Practices, Removing Reputational Risk

The FDIC board voted to advance two proposed rules to formally define "unsafe and unsound practices" and to remove reputational risk from bank supervision.

There currently is no statutory or regulatory definition of what constitutes an "unsafe or unsound practice," and courts and administrative tribunals have provided different definitions of the term, according to the FDIC staff memo. The proposed rule would define an unsafe and unsound practice as something that is "contrary to generally accepted standards of prudent operation," and is likely to materially harm the bank or present a material risk of loss to the Deposit Insurance Fund.

The proposed rule to eliminate reputational risk from supervision – issued jointly with the OCC – would codify a change that the agencies' leaders have already instructed supervisors to make.

The reputational risk proposal would prevent regulators from taking or directing adverse actions based solely on perceived reputational concerns—such as a customer's political, social, or religious views. The rule would codify existing agency guidance and ensure supervisory focus remains on material financial risks.

The joint proposal would standardize how regulators define and address "unsafe or unsound practices," ensuring supervisory actions and Matters Requiring Attention focus on material financial risks and are applied consistently across agencies.

Read more: <https://www.fdic.gov/board/npr-unsafe-or-unsound-practices-matters-requiring-attention.pdf>

Banking Regulators Address 'Pain Points' in Suspicious Activity Reporting

Banking regulators have reiterated that there is no supervisory or Bank Secrecy Act requirement that financial institutions conduct a review of a customer or account after the institution has filed a suspicious activity report, and there is no requirement that institutions file a SAR for a series of transactions from the same source just below the \$10,000 reporting threshold.

During a panel discussion at the Financial Crimes Enforcement Conference in Arlington, Virginia, representatives from three agencies pointed to a recent interagency FAQ clarifying SAR obligations for financial institutions. The goal of the FAQ was to ease "industry pain points" in BSA compliance, they said.

"The intent was to provide clarification on regulatory requirements and supervisory expectations, but importantly, where we can assist you in using your limited resources most efficiently," said Koko Ives, manager of the Federal Reserve's BSA/AML Policy Section.

In terms of a series of transactions below the \$10,000 threshold – known as structuring – banks are only required to file an SAR if the institution knows or has reason to suspect the activity is designed to evade reporting requirements.

"You do file – you just don't have to manually look through the information if it doesn't pop up on your automated system," said Christina Cornell-Pape, acting chief of AML at the FDIC.

Darley Steide, BSA/AML compliance policy specialist at the Office of the Comptroller of the Currency, said the agencies are conducting an assessment of their examination procedures to address the FAQ. He suggested banks do the same with their internal policies.

"If your policies have language that refers back to the old way – the way that you had been doing – where you were taking an exorbitant amount of time or excessive documentation to address the decision to not file SARs ... you need to update your policies," he said.

Read more: <https://www.fincen.gov/news/news-releases/fincen-issues-frequently-asked-questions-clarify-suspicious-activity-reporting>

DHS Issues Critical Warning on Cisco Security Devices

The Department of Homeland Security's Cybersecurity and Infrastructure Security Agency have issued an emergency directive to federal agencies warning about an exploitation campaign targeting Cisco adaptive security appliances and software. The

agency said the campaign exploits zero-day vulnerabilities to gain unauthenticated remote code execution on these appliances, which "presents a significant risk to victim networks."

Due to the serious nature of this vulnerability, which may affect private-sector infrastructure as well as the federal sector, the Treasury Department's Office of Cybersecurity and Critical Infrastructure Protection, the Financial Services Information Sharing and Analysis Center and the Financial Services Sector Coordinating Council released alerts to industry. ABA will continue to monitor this vulnerability and continue to coordinate with OCCIP, FS-ISAC and FSSCC.

Read more: <https://www.cisa.gov/news-events/directives/ed-25-03-identify-and-mitigate-potential-compromise-cisco-devices>

FinCEN Postpones Residential Real Estate Reporting Rule Compliance Date

The Financial Crimes Enforcement Network announced that it will postpone reporting requirements of the anti-money laundering regulations for the residential real estate transfers rule until March 1, 2026.

The RRE rule requires certain professionals involved in real estate closings and settlements to submit reports to FinCEN regarding certain non-financed transfers of residential real estate to legal entities or trusts. The reporting requirements were scheduled to take effect Dec. 1. However, in a statement, the agency said postponing the reporting requirements will give industry more time to comply and is consistent with the Trump administration's agenda to reduce compliance burden. Although reporting will not be required until March 1, 2026, FinCEN also published the new RRE reporting form.

To implement the extension, FinCEN issued a temporary order granting exemptive relief from the reporting requirements. In the interim, any real estate geographic targeting orders will remain in effect.

Read more: <https://www.fincen.gov/news/news-releases/fincen-announces-postponement-residential-real-estate-reporting-until-march-1>

Fed Publishes FAQ On End of Penny Production

The Federal Reserve has published an FAQ about what the end of penny production will mean for penny ordering and deposits as coin distribution locations run out of inventory.

Earlier this year, President Trump directed the Treasury Department to stop producing pennies, calling the currency "wasteful" as it costs nearly four cents to produce a single penny.

The U.S. Mint produces coinage but the Fed distributes coins to banks and credit unions.

The FAQ contains a list of coin distribution locations that have ceased fulfilling penny orders and explains the process the Fed will use to fulfill future orders and deposits.

“The Federal Reserve will continue to fulfill orders of pennies as inventory allows,” according to the FAQ. “As a result of Treasury’s decision to end production of the U.S. penny coin, coin distribution locations accepting penny deposits and fulfilling orders will vary over time as localized inventory is depleted at certain coin distribution locations.”

Read more: <https://www.frb services.org/campaigns/sept-2025-faq>

Federal Reserve Appeals Reg II Interchange Fee Court Ruling

The Federal Reserve has appealed a federal court ruling striking down Regulation II’s standard for setting debit interchange fees.

A group of North Dakota retailer trade associations and truck stop Corner Post sued the Fed in 2021 on the grounds that, in Reg II, the Fed allegedly exceeded its statutory authority to set interchange fees that are “reasonable and proportional to the cost incurred by the issuer with respect to the transaction.” In an August ruling, U.S. District Court Judge Daniel Traynor sided with the plaintiffs, finding that the Dodd-Frank Act’s Durbin Amendment “clearly prohibits” the consideration of any costs except for incremental authorization, clearance or settlement costs in setting fees.

Since then, a federal judge in Kentucky came to the opposite conclusion in a similar case, ruling that Reg II is not contrary to law, nor is it arbitrary and capricious. The Fed asked the U.S. Court of Appeals for the Eighth Circuit to review the North Dakota ruling. It did not cite a reason for the appeal.

Net Interest Margins, Cybersecurity Top Risks Facing Community Banks

Net interest margins are the most important external risk facing community banks, according to the Conference of State Bank Supervisors’ 2025 community bank survey. Core deposit growth ranked second among external risks, followed by economic conditions, cost of technology and cost of funds.

The annual survey – now in its 11th year – found that regulation fell from the top external risk facing community banks to the sixth spot, with community bankers expressing less concern about regulation given the political shift since President Trump took office.

In terms of internal risks, cybersecurity was the issue that most worried community bankers, with 58% citing it as extremely important – the highest percentage among all risks, both internal and external. Technology implementation and related costs ranked second among internal risks, while credit replaced liquidity in the third spot.

Other survey findings:

- Community banks continued to cite other community banks as their largest competitor. However, the largest year-over-year change was in payment services, with competition from nonbanks without a physical presence in the market increasing by seven percentage points.
- Respondents who received and seriously considered accepting an acquisition offer doubled between 2024 and 2025, rising to 12%. Inability to achieve economies of scale was cited as the primary reason for consideration.
- Most respondents indicated they would support changing the current deposit insurance framework, with targeted unlimited coverage and increased coverage scoring the highest among alternative solutions. A majority (72%) viewed a new deposit insurance limit of \$500,000 as appropriate.
- Credit and debit card fraud was both the most common type of fraud reported and the largest source of dollar losses, followed by check fraud, and identity theft and account takeover, respectively. Together, these three types of fraud accounted for nearly 88% of total fraud cases and more than 80% of dollar losses.

Read more: https://www.csbs.org/sites/default/files/other-files/2025CBSurvey_web_CSBS.pdf

CFPB Finalizes Extended Compliance Dates for Small-Business Lending Data Collection

The CFPB has finalized a rule extending the compliance dates for its small-business data collection. The bureau first extended the new deadlines in June in an interim final rule.

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, including one brought by the Texas Bankers Association and American Bankers Association, which resulted in a stay of the mandatory compliance dates pending the outcome of the case. 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) previously required to start collecting data on July 18. Under the rule finalized, that deadline was moved to July 1, 2026. The requirement to collect data for Tier 2 lenders was pushed back from Jan. 16, 2026, to Jan. 1, 2027. The requirement to collect data for Tier 3 lenders was 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. The CFPB acknowledges that for ABA members, the compliance dates are stayed by order of the Fifth Circuit Court of Appeals until further action by the court.

The CFPB also said it intends to initiate a new Section 1071 rulemaking “and anticipates issuing a notice of proposed rulemaking as expeditiously as reasonably possible.”

Read more: <https://www.federalregister.gov/documents/2025/10/02/2025-19370/small-business-lending-under-the-equal-credit-opportunity-act-regulation-b-extension-of-compliance>

‘Crisis of Confidence’ Reshaping American Dream

A recent survey from U.S. Bank found that while many Americans continue to make responsible financial choices — budgeting (68%), reducing leisure spending (64%) and creating financial plans (57%) — most Americans feel a lack of control over many important life decisions due to economic forces beyond their control.

Overall, 81% say it’s harder to retire now than it was for their parents (87% millennials; 84% Gen Z and Gen X; 68% baby

boomers), and 77% said the current economic environment influences their retirement timeline (86% Gen Z and millennials; 79% Gen X; 55% boomers).

Seventy-seven percent said the economy influences where to live, including more affordable parts of the country or tax-friendly states (90% Gen Z; 84% millennials; 76% Gen X; 61% boomers), and 75% said the economy influences whether they buy or rent a home (91% Gen Z; 84% millennials; 72% Gen X; 51% boomers)

Significantly, 63% say they are worried they will have to come out of retirement due to economic factors, and that number is stronger for younger generations (77% millennials; 74% Gen Z; 69% Gen X; 39% boomers).

In addition, while traditional financial goals like owning a home and saving for retirement are still as important across generations and genders as ever, personal goals like having meaningful relationships with family, having children and maintaining emotional well-being are also extremely important, particularly to younger generations.

“This year’s survey reveals a seismic shift in the American dream,” said Scott Ford, head of Wealth Management at U.S. Bank.

“Although many survey respondents are making prudent choices, they are disheartened and wonder if their efforts are worth the sacrifice. The good news is that even small steps can help you take control of your financial health, including having a financial plan and investing what you can, even if it’s a small amount.”

Read more: <https://www.usbank.com/splash/wealth-management/wealth-management-survey.html>

From the CORNER CHAIR

Bernie Sinner | NDBA CHAIR | BankNorth, Casselton



This time of year always brings a certain sense of urgency and gratitude to our region. Combines and harvesters hum from dawn until long after dark, trucks line the gravel roads, and communities across the state keep one eye on the weather forecast and the other on the calendar as we realize what these shorter hours of daylight mean. The pace can be relentless, but it is also rewarding to see a season's worth of work come full circle.

As harvest progresses, I know many of our ag producers are feeling both relief and concern. Yields have been generally solid in many areas, but suppressed soybean prices, driven largely by the ongoing trade tensions with China, continue to weigh on margins and optimism. It is a reminder that global forces often reach right into our local elevators and balance sheets. Yet it is also in these times that the partnership between farmers and their bankers becomes most meaningful. Our ability to listen, adapt, and provide steady support is part of what keeps rural North Dakota resilient.

The recent Peer Group Consortium reflected that same spirit of partnership and strength. We saw a tremendous turnout for the Fraud Forum held the day before the Consortium, a clear sign that banks across the state are working hard to stay ahead of the bad actors who threaten our customers and communities. The Consortium itself continues to grow as one of NDBA's most valuable gatherings, bringing together specialists from all areas of banking to share ideas, tackle challenges, and learn from one another. We also had some great insights from a handful of speakers including **Gov. Kelly Armstrong**, who talked on the importance of North Dakota banks and the essential service they provide, **Rebecca Udem**, who shared insights on the importance of establishing an intentional work culture, **Don Morgan**, who gave us a peek into BND's plans for the future, **Sara Coleman**, who highlighted the growing opportunities our state is developing in tourism, and **Robbie Lauf**, who gave us an update on the Theodore Roosevelt Presidential Library in Medora which will be opening in July 2026 – **North Dakota pride is running strong!**

As we move further into fall, let's carry forward the spirit of connection and collaboration that has always defined North Dakota banking. Whether you are helping a producer navigate market volatility, guiding a young borrower, or mentoring the next generation in your institution, remember that our work is about more than balance sheets. It is about relationships, resilience, and trust.

“
Our ability to listen,
adapt, and provide
steady support is
part of what keeps
rural North Dakota
resilient.
”

Even though NDBA's in-person events have wrapped up for 2025, the learning doesn't stop there! A full lineup of professional development opportunities continues year-round through seminars, courses, and webinars offered by NDBA's trusted partners. See pages 13 and 43 for just a peek at what's available. I encourage you to take advantage of these offers and invest in your continued growth and that of your team.

Best wishes for a safe and successful harvest season and thank you for all you do to keep North Dakota banking and our communities strong.


Bernie Sinner



NDBA AND NDBA SERVICES BOARDS MEET IN FARGO AND CASSELTON

NDBA and NDBA Services boards gathered October 15–16 for meetings, networking, and a series of engaging tours highlighting innovation across our state.

The two-day session began with meetings at Grand Farm Innovation Campus, where members learned about cutting-edge agricultural technology shaping the future of farming. During the meeting, the boards also recognized immediate past chair Deneen Axtman with a custom photo collage commemorating her year of leadership and service to North Dakota's banking industry.

Board members traveled to Casselton, where they toured Central Cass School, gaining insight into its innovative programs and facilities. They then visited two dynamic local businesses – Abbiamo Pasta Company and Tharaldson Ethanol – to see firsthand how North Dakota enterprises are driving growth and sustainability.

The two days were filled with networking, collaboration, and leadership, underscoring NDBA's commitment to connecting bankers across the state while advancing opportunities for progress and partnership.





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?
IRA Fundamentals	October 27 October 29	Delta Hotel, Fargo Courtyard, Bismarck	IRA Fundamentals 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.
NDBA Bank Management Conference	February 13-14, 2026	Fairmont Scottsdale Princess, Scottsdale AZ	Presidents, CEOs, senior management and directors.
Breaking into Banking 101: Fundamentals of Commercial Banking	February 25, 2026	Virtual Event	New credit analysts, lenders, and underwriters, as well as bankers who don't do credit analysis but need a working knowledge of the process.
Breaking into Banking 201: Analyzing Repayment Sources	March 25, 2026	Virtual Event	Credit analysts, lenders, portfolio managers and others who need skills in financial statement analysis and writing credit documents.
Dakota School of Lending Principles	April 7-10, 2026	Ramkota Hotel, Pierre SD	Loan officer trainees, loan support personnel and personal bankers.
Tri-State Trust Conference	April 27-29, 2026	Courtyard by Marriott, Bismarck	Trust officers, trust attorneys, CTFAs, and CFPS.
Dakota School of Banking	May 31-June 5, 2026	University of Jamestown	Attendees are generally first-or mid-level managers seeking advancement in their banks and careers. However, others who would benefit from exposure to the banking industry and increased familiarity with the individual components that make up a bank are also encouraged to attend.
NDBA/SDBA Annual Convention	June 15-17	Bismarck	Presidents, CEOs, senior management staff, lenders, marketing team members and sales managers.



OnCourse Learning Webinars

EVENT	DATE
Bank Accounting: Simplifying Complex Transactions - 4 Part Series Part 2	10/28/2025
Developing Future-Ready Bankers: Exclusive Series with Jim Marous	10/28/2025
Dissecting Your BSA/AML/CFT Policy	10/28/2025
Marketing and Advertising Compliance - 3 Part Series- Part 1	10/29/2025
Fraudulent Cashier's Checks: Best Practices for Avoiding Losses	10/29/2025
Bank Accounting: Simplifying Complex Transactions - 4 Part Series Part 3	10/30/2025
Preventing Financial Crimes: Elder Fraud, Human Trafficking, Cyber Crimes, and More	10/30/2025
Bank Accounting: Simplifying Complex Transactions - 4 Part Series Part 4	10/31/2025
Opening New Accounts Training Program	11/3/2025
Commercial and Business Lending Basics for Support Personnel	11/3/2025
Opening New Accounts Training Program: Regulatory Overview and Consumer Accounts	11/3/2025

EVENT	DATE
Introduction to Internal Audit	11/4/2025
Trust Talks: 10 Things You Need to Know About Opening Trusts	11/4/2025
Marketing and Advertising Compliance - Part 2	11/5/2025
Loan Underwriting for Non-Lenders	11/5/2025
Community Reinvestment Act (CRA) Essentials	11/6/2025
One Big Beautiful Bill (OBBB): Tax Updates for Lenders	11/6/2025
Commercial Lending Training Program - Part 1	11/6/2025
Opening New Accounts Training Program: Business Accounts	11/7/2025
Role of the Board Audit Committee	11/7/2025
Command the Room: A Workshop for Trainers on Elevating Presentations	11/10/2025
Opening New Accounts Training Program: Trusts and Fiduciary	11/10/2025

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

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



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



WASHINGTON UPDATE



It's Time to Work Together to Stop Scams

Are you an early bird or a night owl? Do you prefer the pool or the beach? Coffee or tea?

As ABA's award-winning consumer education campaign, **#BanksNeverAskThat** points out, banks would never ask a customer these questions. Just like banks would never ask for a PIN, account number or other personal identifying information in an unsolicited call or message.

What banks are asking for, however, is for the government to take a more comprehensive approach to fighting fraud and scams. With fraud losses among Americans estimated to be anywhere from \$12 billion to \$160 billion, and with scam tactics evolving in sophistication each day thanks to the evolution of AI and other technologies, it will take a coordinated effort to combating this dangerous threat.

Over a year ago, I called on Congress and the administration to establish an Office of Scam and Fraud Prevention – within the executive office of the president – to coordinate interagency efforts, streamline consumer reporting processes and develop a national scam and fraud prevention strategy that would involve both the public and private sectors.

But we also need other industries – especially the telecom sector – to step up and do their part. Scammers use call spoofing, impersonation text messages and fake social media accounts to conduct a staggering number of fraudulent exchanges, and regulations around telecom providers are lacking. ABA has advocated for stronger laws to prevent illegal spoofing and has also called for enhanced standards for voice service providers to help consumers identify potentially fraudulent calls, as well as for the establishment of a customer-reported scam text

message database that would enable businesses to monitor fraudulent texts being sent on their behalf.

As we advocate for more comprehensive rules for telecoms and other entities, banks continue to do their part to protect their customers from the financial and psychological harm caused by fraud. ABA has played a leadership role in recent years to arm bankers with the tools and resources they need to help protect their customers.

We've established the ABA Fraud Contact Directory, which enables banks to more quickly resolve check fraud claims for their customers and find contacts at other banks to stop fraudulently sent funds.

Earlier this year, we rolled out exclusive ABA member access to check payee verification through the Treasury Check Verification System, a tool that has already been used to validate over half a billion dollars' worth of checks.

And this October, ABA is proud to bring back our award-winning consumer education campaigns, **#BanksNeverAskThat** and **#PracticeSafeChecks**, both of which are intended to boost consumer awareness around popular fraud and scam tactics. These campaigns have been updated with new content that banks can access and share for free.

I hope you'll join the thousands of banks across America who have already signed up to participate in this campaign. Your engagement will help us spread this valuable knowledge far and wide and help protect millions of Americans' livelihoods from fraudsters.

The fraud threat is ever evolving, but consumers can count on America's banks to have their back.

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Innovation, Insight, and Connection: Highlights from the 2025 NDBA Ag Credit Conference

The 2025 NDBA Ag Credit Conference, held October 2–3 at the Radisson Hotel in Bismarck, brought together agricultural lenders, banking professionals, and industry experts for two days of insight, innovation, and networking. This event offered practical tools and forward-thinking strategies for today's ag lending environment.

The conference opened with Dr. David Kohl, Virginia Tech Professor Emeritus, who shared an energetic outlook on agriculture and lending trends, emphasizing adaptability in a changing economy. Steve Maulberger of Great American Insurance Group followed with “*The Future is NOW*,” exploring technology's impact on risk management. Ed Elfmann from the American Bankers Association then provided an *Ag Policy Update*, outlining federal priorities that affect ag lenders.

Next, attendees chose from concurrent sessions on livestock insurance, risk management, fraud prevention, and irrigation practices, each offering practical takeaways. Afternoon sessions featured Tracy Kennedy on *Lien Risk in Ag Lending*, and Andrew Jason of Grand Farm presenting the *Regional Agriculture Pain Point Report (RAPPR)* – an innovative look at regional challenges. The day concluded with a Livestock Roundtable Discussion moderated by Sarah Heinrich and a motivational session from ag influencer Emma Seamons (@AgwithEmma) on how young voices are shaping agriculture.

Day two began with Dr. Cindra Kamphoff of the Mentally Strong Institute, inspiring attendees to build resilience and grit through a *High-Performance Mindset*. Jason Henderson of Iowa State University offered insights on *Ag Profitability in Uncertain Times*, followed by Dallin Cooper's lively talk on *Working with People You Disagree With*, a humorous reminder of the importance of collaboration and understanding.

Special thanks to the conference sponsors: Bank of North Dakota, Farmer Mac, Farmers National, North Dakota Department of Agriculture, Peoples Company and Zimney Foster PC.

Mark your calendar for next year's conference, **October 1 & 2, 2026**, in Fargo.

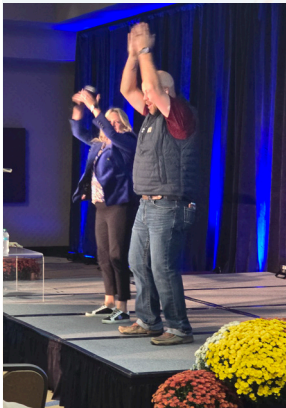


"Was really good to hear from cattle ranchers and livestock sales."





"Cindra Kamphoff was an electric personality that shared important information and stories"



"I love meeting new friends, whether they are bankers or speakers."



"I enjoyed the variety of speakers at the conference and felt there was a lot great things to take away from the material. I also very much valued the networking opportunities and met a lot of amazing people."



"Good coverage of a wide range of topics critical in today's emerging market were presented. Thank you!"



"Enjoyed the speakers this year. They brought lots of different perspective."





"Dr. Kohl is always a hit; he's a trusted source for many."



"One of the best Ag Conferences! The presenters and topics were very beneficial given our current Ag economy."



"The Ag conference is always a great place to network and discover issues facing Ag Bankers across the state."



"Always enjoy listening to Tracy Kennedy and always learn something."



"Really enjoyed the two motivational speakers on day two. I thought they were very useful and empowering"



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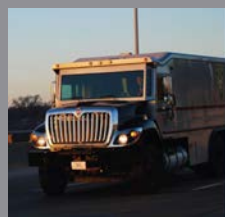
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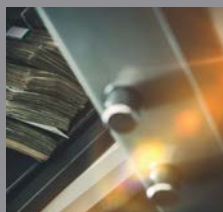

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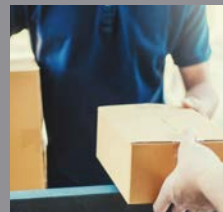

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2025 NDBA Peer Group Consortium: It's All About Building Relationships & Sharing Knowledge



Two incredible days of learning and sharing ideas took place when more than 200 North Dakota bankers and sponsors met for the annual NDBA Fraud Forum and Peer Group Consortium held in Bismarck, Oct. 20 and 21.

The number of peer groups NDBA supports keeps growing and a record-setting 10 groups met during the Consortium:

Audit, Chief Financial Officer, Communications and Marketing, Compliance, Collateral Valuation, Enterprise Risk Management, Fraud, Front Line Operations, Human Resources, and Information Technology

The event kicked off Monday afternoon with the second annual Fraud Forum held at the North Dakota State Heritage Center. The forum was jam-packed with sessions on the current state of fraud, a focus on check fraud and an "Ask the Expert" panel.

Monday evening, a fun-filled gathering, complete with axe-throwing, was held at Laughing Sun Brewery. The venue was packed with bankers and sponsors enjoying the opportunity to build banking relationships and benefit from one-on-one conversations.

On Tuesday, the Consortium moved to the National Energy Center of Excellence on the Bismarck State College campus, where the sessions were filled with valuable insights and inspiration. The morning focused on North Dakota and all of the amazing development happening across the state:

- **North Dakota Update** – Gov. Kelly Armstrong
- **Message from NDBA Chair** – Bernie Sinner, BankNorth
- **Hope-Fueled Impact in Small Communities** – Rebecca Undem, Author, Speaker and Podcaster
- **Bank of North Dakota Highlights** – Don Morgan, President/CEO
- **Expanding North Dakota Tourism** – Sara Coleman, Director, ND Tourism & Marketing
- **The Story of the Theodore Roosevelt Presidential Library** – Robbie Lauf, Executive Director

Following lunch, the peer groups, led by banker facilitators, got down to business. Discussion agendas were created in advance so peers could dive into top-of-mind topics.

A huge thank you to our sponsors for making this event possible and to everyone who attended to strengthen connections, spark ideas, and celebrate the spirit of North Dakota banking.

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For more information on the NDBA peer groups, contact Tara McFadden at tara@ndba.com.







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Sherri Smith

Gate City Bank
Fargo



OCTOBER 2025

BANKER YOU SHOULD KNOW



October's Banker You Should Know spotlight is on **Sherri Smith**, SVP Relationship Banking and Community Engagement at Gate City Bank in Fargo. Sherri was nominated by Austin Braham, AVP/Retail Manager II with Gate City Bank who shared:

"Sherri embodies what it means to be a community driven banker. I am thankful every day to know and work with such a passionate, caring, and connected industry leader."

How long have you worked in the banking industry and what inspired you to pursue a career in banking?

Sherri: 33 years in December! I saw the difference a community bank makes in the lives of the people it serves. Starting out as a teller during my college career in Fargo showed me how rewarding it is to make those personal connections every day and that's what really drew me into a career in banking.

"I originally planned to go into nursing because I've always wanted to help people and then as a Senior in high school I had the opportunity to join the Jr Board of Directors of my hometown bank in Steele which helped me realize I could help people in another way - by supporting their financial goals. "

What's one accomplishment in your career that you're especially proud of?

Sherri: Helping my team members build their own careers and helping other leaders see that you can thrive in an environment full of change. And knowing that no matter what changes happen, the heart of banking will always be found in the relationships you keep and the people you connect with.

Throughout her career, Sherri has "led with a focus on personal and professional growth and being intentional on building relationships with others from all walks of life, and at all levels of the organization."

What's the most fulfilling part of your job?

Sherri: Helping my team members realize their potential and creating an environment where team members, customers and community all connect with each other and know where they can turn when a need arises.

"I see my role as connecting purpose to performance; helping our team members understand how being a servant leader drives community impact and self-fulfillment. When our team members are engaged and our community is connecting with the bank that's when I know I'm doing my best work."

As he nominated Sherri, Austin said, “She brings a wealth of knowledge and experience that benefits everyone around her. This is not limited to just her colleagues, but her community, leaders, and team members as well.”

How have you seen the banking industry change during your career?

Sherri: In the almost 33 years I've been in banking; I've seen tremendous change - from the removal of paper processes to digital tools and mobile banking that lets customers manage all their banking needs from their phones.

“What's been consistent though, is that banking is still about relationships and trust. While technology has enhanced how we are able to serve customers; I think the biggest shift has been finding the right balance – using innovation to make things faster and more convenient, while still keeping that personal connection that community banking was built on.”

What impact do you hope to make in your organization or community?

Sherri: This is such a powerful question! I hope my impact is felt in the way that people treat one another - with kindness, respect, and genuine care.

Sherri went on to say, "If I can help my team members believe in themselves, grow in their roles, and give back to the community, then I've done something that will last far beyond my time at the bank."

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

Sherri: People are sometimes surprised to hear that even though I'm a total horse girl; I am also more than willing to trade my four-legged friend for my steel horse.

Sherri added, “For me, both bring a sense of freedom and focus. Both connect to my leadership journey in that you've got to stay balanced, trust your instincts and experience, and simply enjoy the ride.”



Gate City Bank team members joining non-profit Rebuilding Together fundraiser.



Sherri with four of her siblings and her parents



Sherri and her Harley.

If you weren't a banker, what career could you see yourself in?

Sherri: I'd be in the medical field because I'm driven by helping people and connecting them to the right resources and tools to help them experience a better way of life.

She added, “Servant leadership is really about caring for, showing empathy and putting others first whether it's a customer, a team member, or a patient. The setting might be different, but the purpose is the same.”

What do you enjoy doing outside of work?

Sherri: Outside of work, I love being outdoors - horseback riding, riding my motorcycle, and growing all kinds of flowers - succulents are a favorite of mine.

She added, "When I am not at my place, my favorite place to be is back at the farm helping my brother with his farm and ranch operation."

In addition, Sherri is currently president of the Fargo Moorhead Area's Rebuilding Together non-profit partnering with volunteers and contractors to complete home repairs and needed modifications for individuals living with disabilities, our aging populations, veterans, and income qualifying families.

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

Sherri: Always do more than you think is expected.

She added, "That advice has stayed with me because it's about leading with heart. It's not about doing extra to get noticed; it's about going the extra mile because you care. That's what builds trust, strong teams, and meaningful community impact."

Who has been a role model or mentor in your life or career?

Sherri: I've had a few people who shaped my approach to leadership, but the common thread was their focus on people.

She added, "They led with humility, kindness, and a desire to help others succeed. That's what

has really stuck with me and it's a big part of who I am as a leader today."

How do you define success?

Sherri: Success isn't defined by titles or numbers. It's about impact. Professionally, success means helping my team members grow, building trust, and creating lasting relationships that strengthen both our organization and our communities.

She added, "Personally, success means staying grounded in my values - working hard, leading with heart, and knowing that at the end of the day I've made a difference in the lives of the people who mean the most to me."

If you could go back and give your younger self one piece of advice, what would it be?

Sherri: I'd tell my younger self to trust her roots and her purpose.

She added, "I'd remind her that leadership isn't

about having all the answers or climbing the ladder; it's about showing up with integrity, serving others

well and knowing that the rest has a way of falling into place when you lead with heart."

Sherri Smith is definitely a banker you should know!



Sherri and one of her horses, "Deuce"



Sherri with husband, Corey and brother in law riding in Fort Ransom State Park

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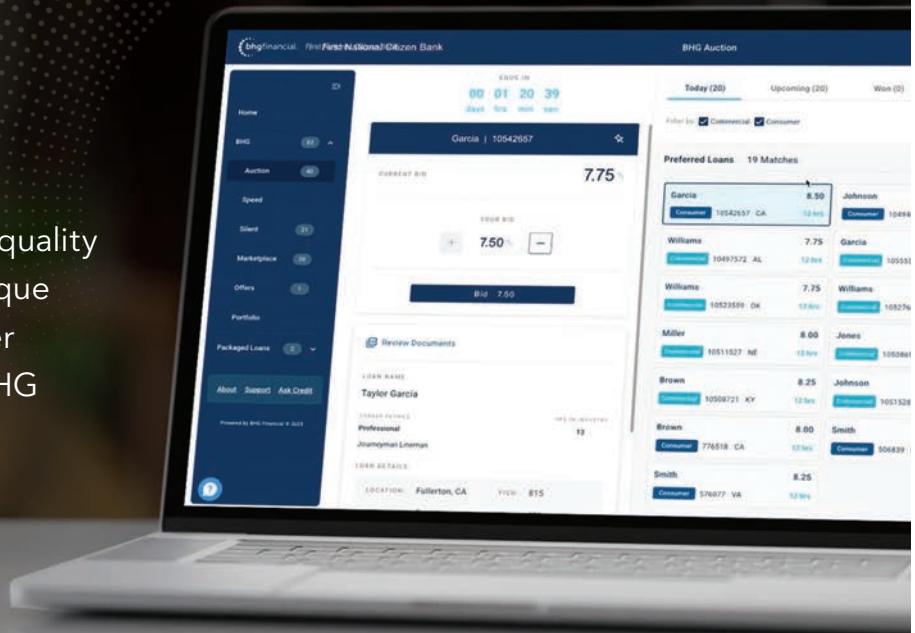


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MEMBER BANK FEATURE

Spotting Scams Slow Down and Stay Skeptical

Phaidra Yunker
Reporter
The Leader-News



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BANK

TruCommunity Bank held well-attended Fraud Workshops in the communities of Washburn, Turtle Lake and Garrison earlier this month. The following article was originally published October 16 in *The Leader-News & Central McLean News-Journal*.

On the morning of Oct. 8, Tonya Hetzler, an investigator with the Consumer Protection and Antitrust Division of the North Dakota Office of the Attorney General, outlined the growing threat of modern scammers to a group of seniors at the Washburn Senior Center.

Hetzler described how fraudsters employ increasingly sophisticated methods to steal personal information and money. She warned scammers now use local-area-code spoofing and genuine phone numbers to appear trustworthy. The presentation drew more than two dozen attendees eager for strategies to guard against financial exploitation.

Hetzler defined phishing as a tactic that uses fraudulent email messages appearing to come from banks, delivery services or employers to trick recipients into clicking malicious links or attachments and surrendering login credentials. She explained smishing operates on the same principle but via text messages. In these spoofed SMS alerts, scammers prompt urgent action with links that install malware or harvest data.

**“Evil
does not
follow
the law.”**
– Tonya Hetzler

“Scammers rely on emotion rather than logic,” she said. “They want you to react before you think.”

Throughout her remarks, Hetzler stressed that engaging in any way validates a phone number. She urged seniors never to argue with or debate a caller.

“The number one tactic to avoid being scammed via phone call is to hang up,” she said. “You are not being rude. You are protecting yourself.” She noted that federal Do Not Call lists offer no shield against illegal robocalls and spoofed numbers.

Hetzler cautioned against the allure of free offers. She said that signing up for trials or samples often requires entering debit card information and can lead to unexpected charges.

“Nothing is free,” she said. “If it seems too good to be true, it is.” She also warned that scammers follow scripts designed to manipulate politeness. “They will not take no for an answer,” she said.

Participants heard specific warnings about wire transfers and gift cards. Hetzler advised confirming directly with relatives before sending money and never wiring funds on impulse. She said long-lost cousins do not need Social Security numbers or copies of driver’s licenses to inherit money.

“Do not purchase gift cards for someone who claims to be a family member in need,” she said.

Social media scams were another focus. Hetzler told attendees to decline friend requests from strangers and to watch for hacked accounts of people they know. She described a persistent Facebook fraud in which sellers post items for sale, collect payment via wire or gift cards and then never deliver the goods.

“This scheme has been around for years,” she said.

Hetzler described overpayment scams in which a buyer sends a check for more than the sale price and asks the

seller to refund the difference. After the seller ships the item and wires back the extra money, the check bounces.

"You lose both the item and the refund," she said. She also outlined romance and friendship scams in which fraudsters build trust over weeks or months before requesting money. "These con artists use real photos and names," she said. "Of course you trust them."

"Evil does not follow the law," Hetzler told the audience as she closed her presentation. She urged everyone to assume every unsolicited message is a potential scam and to take time to verify its authenticity before responding.

In a follow-up interview, Sheila Hoffert, retail operations specialist at TruCommunity Bank in Washburn, said her institution has seen many of the same schemes affecting clients. She listed impersonation scams, romance scams, gift card fraud and wire-transfer fraud among the most common. She said the bank uses a combination of monitoring tools and customer alerts to detect suspicious activity.

Hoffert was unable to provide local loss figures but noted that statewide losses totaled \$5.3 million in 2024 alone. She said many victims do not report scams because of embarrassment.

"There is no shame in being scammed," she said. "Reporting fraud helps you recover and helps protect others in our community."

When funds are sent to scammers, especially via cash or gift cards, Hoffert said recovery is often impossible. Still, she said the bank does everything it can to assist. She described a process to help customers place a free, one-year fraud alert on their credit files and obtain a complimentary credit report to check for suspicious activity. She also directs victims to the Federal Trade Commission's IdentityTheft.gov site for personalized recovery plans.



Tonya Hetzler, investigator with the North Dakota Office of the Attorney General's Consumer Protection & Antitrust Division, speaks about spotting phishing, smishing and other scams as senior citizens listen during a presentation Oct. 8 at the Washburn Senior Center.

Hoffert said the bank's fraud detection systems flag suspicious online purchases and can pause transactions until customers confirm legitimacy. She encouraged anyone uncertain about a call or message from the bank to hang up and call the bank's published number. "That is the safest way to be sure," she said.

Hetzler, who has delivered scam-prevention presentations for three decades, said consumer education has long been a priority for the Attorney General's office. She recounted receiving a realistic-looking email that appeared to come from the Social Security Administration. Her training prompted her to spot the scam and delete it.

"Everyone can fall prey," she said. "Including me."

Hetzler said one of the most surprising lessons of her career is that people believe they cannot be scammed. She described a case in which a woman was manipulated daily for nine months before a request for financial help exposed the fraud.

"Scammers are playing the long game," she said.

On handling vague smishing texts, Hetzler recommended absolute nonresponse. She advised using a phone's block-and-report feature on unknown numbers rather than asking questions that confirm one is listening. She said scammers use open-ended questions like "What should I bring to the barbecue?" to elicit engagement.

Hetzler's final counsel to the public was simple. "Assume every unexpected call, text or email is a scam," she said. "Verify before you act. You don't know what you don't know."

OCTOBER 2025 EDITION

What to Know About This Year's Flu Season

The influenza (flu) season in the United States lasts from October through May, with peak flu activity between December and March.

The U.S. Centers for Disease Control and Prevention (CDC) estimates that 47 million to 82 million flu illnesses occurred during the 2024-25 season. Data suggested that flu activity was at its highest level in more than 15 years.



Flu season in the Southern Hemisphere often indicates what's to come in the United States. Data revealed higher hospitalizations during the 2025 flu season in the Southern Hemisphere. With the potential for this year's flu season to be severe in the United States, vaccination remains the most effective way to prevent the flu, especially severe disease and hospitalization.

How to Stay Healthy

The flu can cause serious complications for people of any age, but children and older adults are especially vulnerable. To help keep your household healthy this flu season, consider these tips:

- Get vaccinated. The CDC recommends that nearly everyone aged 6 months and older get a flu shot every year.
- Avoid close contact with people who are sick and stay away from others when you feel unwell. Flu, cold and COVID-19 symptoms are similar, so doctors say it's best to get tested to determine what you have.
- Wash your hands often using soap and warm water. If those are unavailable, use an alcohol-based hand sanitizer.
- Cover your mouth and nose when coughing or sneezing.
- Get seven to nine hours of quality sleep each night to boost your immune system.
- Exercise regularly to strengthen your body and make it more resilient against infections.
- Stay hydrated and eat a balanced diet.

Experts recommend getting vaccinated against the flu by the end of October, so don't delay getting your shot. Contact your doctor today to learn more.

The Benefits of Fast Walking

While it's recommended that people commit to 150 minutes of moderate activity per week to notice sufficient health benefits, a new study published in the American Journal of Preventive Medicine found that fast walking for just 15 minutes daily could have the same benefits.

Study participants who fast walked for at least 15 minutes every day saw a nearly 20% reduction in premature death compared with a 4% reduction among participants who walked slowly for a total of more than three hours each day.

Generally, you can tell you're fast walking when you can talk but not sing. Remember to maintain good walking form by standing tall with your shoulders back and swinging your arms (in opposition to your foot movement). If you want to take it one step further, try nasal breathing (inhale and exhale through your nose) to help regulate blood pressure while walking.

In addition to the study's findings, consider the following benefits of walking, regardless of speed:

- Weight maintenance
- Higher energy levels
- Reduced body fat
- Better mood, memory and sleep
- Increased cardiovascular fitness
- Strengthened immune system
- Improved endurance
- Decreased stress

To learn more about incorporating walking into your routine, talk to your doctor and discuss what works best for you.

OCTOBER 2025 EDITION

Stocking a Nutritious Kitchen

You don't need to master the art of meal planning to eat well during the week. It can be as simple as stocking your kitchen with mealtime building blocks. By keeping a well-rounded selection of pantry, fridge and freezer staples on hand, you can create balanced meals in minutes and avoid the temptation of less nutritious options. Consider the following nutritious items:

By stocking your kitchen with nutritious staples, you'll always have the tools to build meals that nourish your body and fit your lifestyle.



- **Canned chickpeas** can easily be added to soups or mashed with seasonings for extra protein and fiber.
- **Chicken breast** is a great protein to build a meal around. You could make pasta, soups, casseroles, sandwiches and more.
- **Extra-firm tofu** is full of plant-based protein and calcium. Its neutral flavor makes it great for stir-fries and curries.
- **Quinoa or lentils** are versatile options to round off meals. They are packed with fiber and protein.
- **Whole-wheat spaghetti** is a great last-minute meal idea. It has a sizable dose of fiber and helps reduce cholesterol.
- **Frozen spinach** is easily used in egg dishes, pasta and smoothies. It's also packed with four times the nutrients of fresh spinach.

MONTHLY RECIPE



PUMPKIN RICOTTA STUFFED SHELLS

Makes: 12 servings

INGREDIENTS

- 6 oz. jumbo pasta shells (about 12 jumbo pasta shells)
- 1 ¼ cups part-skim ricotta cheese
- ¾ cup pumpkin
- ½ tsp. garlic powder (or 2 cloves garlic, minced)
- 2 Tbsp. basil
- ¼ tsp. dried sage
- ½ tsp. salt
- ½ tsp. black pepper
- ½ cup grated parmesan cheese (divided)
- 1 cup low-sodium spaghetti sauce

PREPARATIONS

1. Preheat the oven to 350 F.
2. Cook the pasta shells according to package directions. Drain and place each on a baking sheet to cool.
3. In a medium bowl, stir together the ricotta, pumpkin, spices and all but 1 tablespoon of the parmesan cheese. Reserve the remaining 1 tablespoon of cheese for topping.
4. Spread the pasta sauce in the bottom of a baking dish that holds all the shells in a single layer. Fill each shell with about 3 tablespoons of pumpkin mixture and place shells close together on top of the sauce.
5. Cover the pan with foil and bake for 30 minutes. Remove the foil, sprinkle with remaining parmesan and bake for 15 minutes more.

NUTRITIONAL INFORMATION

(per serving)

Total calories	128	Carbohydrate	17 g
Total fat	4 g	Dietary fiber	2 g
Protein	7 g	Saturated fat	2 g
Sodium	211 mg	Total sugars	2 g

Source: MyPlate

**ND** **learntolive**

November 2025 Webinars

Embrace your emotional health with a live webinar led by Learn to Live's clinical team.

Caring without Crumbling: Feeling like you're constantly running on empty, juggling caregiving responsibilities while neglecting your own well-being? It can feel like it's impossible to balance it all. Our team will discuss strategies to help you prevent caregiver burnout by learning how to challenge and reframe those persistent, draining thoughts that keep you trapped in the burnout cycle, navigate complex emotions that come with caregiving, and share practical tools to regain a sense of balance.

[Friday, November 7th: 11-11:30am CST/12-12:30pm EST](#)

Flourishing Through Life Transitions: Change happens. We may or may not expect it. We may or may not like it. Either way, it can leave us feeling uncertain and overwhelmed. Whether you're adjusting to an empty nest, grieving a loss, adapting to a job promotion, or stepping into a new life chapter - you're not alone in your feelings of uncertainty. In this webinar, the Learn to Live clinical team will provide powerful CBT tools to help you move through life transitions with more clarity and self-compassion.

[Wednesday, November 12th: 12-12:30pm CST/1-1:30pm EST](#)

Raising Future Ready Kids 3: Empowering Parents in a Social Media World: Do you ever feel like you're sailing on stormy seas when it comes to your kids and social media? In a world where our kids are getting more depressed, more anxious and more isolated, there's a clear link, and parents may be the key to turning the ship around. In this webinar, the Learn to Live clinical team will share common challenges parents face today and offer simple, research-backed tips to help you set healthy tech limits—while still giving your child room to explore.

[Tuesday, November 18th: 3-3:30pm CST/4-4:30pm EST](#)

Raising Future Ready Kids 4: Parenting Young Adults: Do you often feel uncertain as you try to adjust to the unwritten rules of relationship with your now-adult child? Family dynamics change as our children get older, creating new challenges and opportunities for growth. Whether your children are struggling or thriving, their current life stage may mean a new role for you. Join us as the Learn to Live clinical team discusses proven tools to help you through this next phase in parenting.

[Friday, November 21st: 11-11:30am CST/12-12:30pm 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.



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[More Information](#)



— SDBA/NDBA 2026 DAKOTA SCHOOL OF LENDING PRINCIPLES

APRIL 7-10, 2026

RAMKOTA HOTEL, PIERRE, SD

The SDBA/NDBA Dakota School of Lending Principles is a learning event with one foot grounded in the classroom and one foot in the bank. This school allows students to learn the theory and process of basic lending and then put this knowledge to work in actual nuts and bolts sessions.



2026 NDBA Bank Management Conference

February 13-14, 2026

- Fairmont Scottsdale Princess
Scottsdale AZ | [Reservation Link](#)
- Golf at TPC Scottsdale
Champions Course

Apply NOW to GSBC's Annual School Session

The Graduate School of Banking at Colorado (GSBC) is now accepting applications to its 75th Annual School Session, scheduled for July 2026 at the University of Colorado Boulder. Over the course of their three-year experience at GSBC, students engage in a blend of foundational banking courses and innovative programs, equipping them with the skills and vision needed to confidently lead their banks and communities toward a dynamic and promising future.

First Year Students:

Applicants must meet the following qualifications to be admitted to the Graduate School of Banking at Colorado (GSBC) Annual School Session:

- Be employed by a taxable, FDIC-insured financial institution, its holding company, regulatory agency or closely related affiliate.
- Obtain approval from a direct supervisor.
- Possess a minimum of three years of experience in the banking industry or closely related field.
- Possess a Bachelor's degree or compensating experience.

Second Year Direct Students:

Applicants who meet the above criteria may also qualify to be admitted as a Second Year Direct student if they hold Bachelor's Degree plus a diploma (within the past five years) from one the approved banking schools. Second year direct admittance is limited based on class size; enrollment is subject to availability.

Program Dates: July 19-31, 2026

Additional information about the Annual School Session can be found on [GSBC's website](#).

Apply Now!





Transform Your Career with GSBC

The Graduate School of Banking at Colorado (GSBC) understands the unique needs of *community banks and their leaders*.

GSBC's programs are critical for educating and supporting community banking and fostering leaders who can **boldly** impact the future of their banks and local economies.

For more information, visit www.GSBColorado.org.

Annual School Session

GSBC's Flagship Program Since 1950

Bold Leaders

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- Practical takeaways to **apply immediately** at your institution.
- **Bolder Banking®** initiatives, including a state-of-the-art **Peer Group Program** and **micro-credential offerings**.

Next Session: July 19-31, 2026



Executive Development Institute for Community Bankers®

Bold Succession

- Institution-specific strategies derived from project work and a dual curriculum focused on **bank management and leadership topics**.
- **Executive coaching and mentorship** from industry leaders.
- Peer-learning classroom model **fosters collaboration** on **strategies for leading community banks** in a competitive landscape.

Next Session: October 18-21, 2026



GSBC+Invest

Financial Strategies for Community Banks

Bold Strategy

Bond Basics

Practical understanding of a community bank's investment portfolio.

Bond Basics is an online, self-paced course; available year-round.

Community Bank Performance Institute

ALM strategies, liquidity management, investments, scenario planning and regulatory readiness.

4-day in person school; CPE eligible

Next Session: May 4-7, 2026



A Fresh Look at the Banking Industry



Dale Sheller
Managing Director
Director of Financial Strategies Group
The Baker Group

The years following 2020's unprecedented challenges marked a period of recovery and adaptation for the U.S. banking sector. As the economy rebounded from the COVID-19 pandemic, the Federal Reserve hiked interest rates aggressively from near-zero levels in 2022 through 2023, peaking at a target range of 5.25%–5.50% to combat persistent inflation. By late 2024, with inflation easing toward the Fed's 2% target, rate cuts began, bringing the federal funds rate to 4.00%–4.25% as of September 2025, with markets anticipating another 25-basis-point reduction in October. The massive influx of stimulus deposits from 2020–2021 has largely dissipated, giving way to more normalized deposit growth, though balance sheet management challenges remain. Drawing from my background as a former bank examiner, I'll revisit the industry through the lens of the Uniform Financial Institutions Rating System aka the CAMELS ratings, to assess its current health.

Capital – Capital cures many ills! The asset growth of the pandemic impacted capital ratios; however, over the last several years, we have seen increasing capital ratios as asset growth has leveled off for many, and earnings retention has increased. Pressure on capital ratios in the near term could come from a possible economic recession, asset

quality-related issues, and losses.

Asset Quality – Asset quality continues to be the most unpredictable CAMELS element, shaped by economic shifts and sector vulnerabilities. While the broader industry has avoided the massive loan losses feared during the pandemic, delinquency rates have ticked up modestly. Past-due and nonaccruals have risen from the pandemic lows – largely from credit cards, commercial and industrial, and multifamily CRE loans – but remain below historical norms. The length and severity of the next economic recession, alongside the strength of underwriting practices and credit administration, will likely drive the amount of asset quality problems we see in the future.

Management – Management is easily the most subjective component of all the CAMELS components. Bank leadership has faced a barrage of challenges, from pandemic disruptions to rapid monetary tightening. Community banks have demonstrated exceptional adaptability and continue to play a vital role in supporting local economies.

Earnings – The industry was riding high in 2018 and 2019 after record years of profitability through expanding net interest margins, low provision expenses, and lower tax rates. Zero bound short-

term interest rates, combined with high levels of low earning cash liquidity, have put margins back under pressure. The average community bank saw significant margin compression in 2020 and 2021. However, in 2022, margins rebounded strongly alongside the Fed rate hikes. In early 2023, the continued rate hikes put tremendous pressure on banks' liquidity and deposits. As a result, banks' cost of funds soared, and their margins compressed quickly. In early 2025, margins finally saw relief as the yield curve steepened with the most recent Fed rate cuts and lowered cost of funds. With expanding margins, earnings performance to date in 2025 has been strong, with a vast majority of banks commenting on how they are above their budgets. With many banks above their budget, some have or are considering restructuring their balance sheets by selling lower-yielding bonds at a loss and buying back at today's higher yields, making up the loss within a reasonable timeframe.

Liquidity – The industry's liquidity position has undergone a dramatic reversal from record highs during the COVID stimulus era to the lows of liquidity in the last couple of years. This shift reflects the combined impact of ultra-low rates during the pandemic and the Fed's subsequent 525 basis points of tightening beginning in March of 2022. The last few quarters, liquidity levels have increased somewhat as deposit competition has eased slightly. Some are facing the dilemma of holding too much short-term cash and liquidity at a time when the Fed already cut rates 125 basis points, with more cuts likely on the way.

Sensitivity to Market Risk – During my six-year career as an FDIC bank examiner, I begged banks to show me their 300 and 400 basis point interest rate scenarios within their interest rate risk models. It seemed farfetched and somewhat comical at a time when short term rates were near zero and the Fed didn't increase rates post Great Financial Crisis

until December of 2015. Fast forward to March 2022, when the Fed's aggressive tightening cycle put bonds at unrealized losses and put pressure on the economic value of equity. Margins compression ensued in late 2022 and throughout 2023 with the prolonged inverted yield curve. As the Fed continues with more rate cuts, banks should be more focused on their exposure to falling rates after several years of being hyper focused on their rising rate interest rate risk position. Reengaging with the bond portfolio and having an investment portfolio strategy should be a key priority of the ALCO. Utilizing the bond portfolio is the best tool to manage asset duration and interest rate risk position.

The last five years have brought a challenging and dynamic economic and interest rate environment. Community banks have continued to show just how resilient they are. Banks need to prepare for a lower rate environment. The speed and magnitude of the rate cuts to come will be driven by economic data points that speak to the overall health of the economy. Bank leadership must remain proactive to navigate the complexities and challenges of this continually evolving industry.

Dale Sheller is a Managing Director and Director of Financial Strategies Group at The Baker Group. He joined the firm in 2015 after spending six years as a bank examiner with the Federal Deposit Insurance Corporation. Sheller holds a bachelor's degree in finance and a master's degree in business administration from Oklahoma State University. He works with clients on investment portfolio strategies, interest rate risk management, liquidity risk management, and regulatory issues. Sheller regularly speaks at educational seminars nationwide and serves as a faculty member for multiple banking schools including the Southwest Graduate School of Banking at Southern Methodist University in Dallas.



The BakerGroup

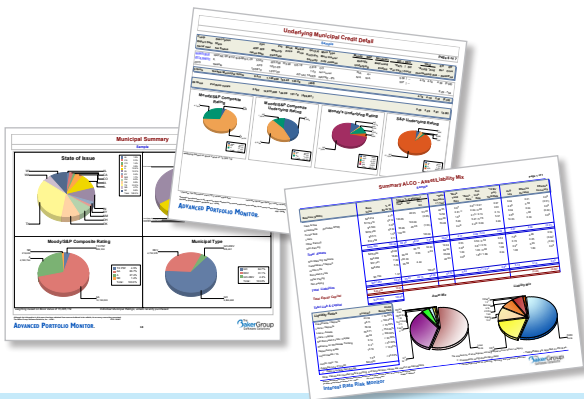


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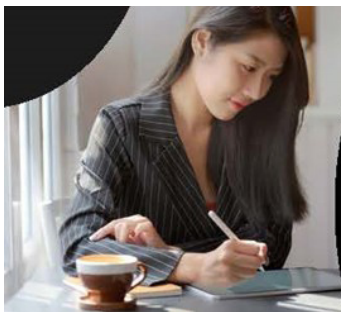
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General Accounting | [click here](#)

November 3, 2025 – March 6, 2026

Member Price: \$770 (with text)

Topics in analyzing source documents, recording business transactions in a journal and posting entries in a ledger. How to prepare a trial balance, gather adjustment data and complete a worksheet are covered, as well as how to prepare financial statements and post-closing entries.

Legal Foundations in Banking | [click here](#)

November 3, 2025 – January 23, 2026

Member Price: \$810 (with text)

Presents the underlying legal structure for conducting the business of banking. This course covers key legal requirements affecting banks and bankers, as well as core language that must be understood to be effective. It provides the critical legal knowledge that every banker should know.

Building Customer Relationships | [click here](#)

November 17, 2025 – December 19, 2025

Member Price: \$255 (readings included)

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 essential to successful banking careers.

Marketing in Banking | [click here](#)

February 2, 2026 – March 27, 2026

Member Price: \$375 (with text)

Marketing in Banking presents the foundations of marketing in the banking industry. The course reviews the core responsibilities of bank marketing, how marketing is structured in an organization chart, and how to assess the financial performance of a financial institution.

Learning Outcomes and Objectives:

- Clarify the role of marketing in bank performance management
- Identify the core responsibilities typically assigned to marketing
- Understand how to review a bank's balance sheet and income statement
- Provide background information for the regulations impacting bank marketing activities

BUSINESS PARTNER FEATURE

How Deposit Flows are Reshaping the U.S. Banking Landscape



IntraFi™



When deposits move, they can affect balance sheet growth, increase credit availability, and reshape the competitive landscape. It's notable that, over the past five years, historic volatility has redistributed deposits among banks, with the smallest gaining the largest share.

Across recent periods, community banks outperformed their larger peers...

While all bank size groups have grown deposits since the Q3 2023 bottom, community banks have gained the most relative to their size on a merger-adjusted basis.

For instance, by Q2 2025, community and regional banks had fully recovered and posted net deposit gains, while super regional and money center banks had not yet regained the deposits lost during the downturn. Reciprocal deposits played a notable role in community banks' deposit growth, representing \$46 billion

or 21% of their \$222 billion increase during the industry growth period.

Can community banks hold their gains?

Future outperformance isn't a given. Larger banks could respond with aggressive pricing, digital strategies, or other tactics to win back deposits. Indeed, 93% of respondents to IntraFi's most recent quarterly survey of bank executives, the vast majority of which are community bankers, expect deposit competition to stay the same or intensify over the next 12 months.

The institutions that come out ahead will be those attuned to how and why depositors move. Community banks, having gained ground during a period of heightened volatility, must try to sustain this momentum in a marketplace shaped by trust, convenience, and evolving customer expectations. Read more <https://www.intrafi.com/reports/how-deposit-flows-are-reshaping-the-u-s-banking-landscape>



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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.

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. To meet the conditions for pass-through FDIC deposit insurance, deposit accounts at FDIC-insured banks in IntraFi’s network that hold deposits placed using an IntraFi service are titled, and deposit account records are maintained, in accordance with FDIC regulations for pass-through coverage.

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END CYBER RISK

BUSINESS PARTNER FEATURE

The Real Impact of Downsizing Financial Regulators

Laura Zannucci
Audit Manager
SBS CyberSecurity



Financial institution regulators — including the Federal Deposit Insurance Corporation (FDIC), the National Credit Union Administration (NCUA), the Office of the Comptroller of the Currency (OCC), and the Federal Reserve — are facing significant downsizing. This trend raises critical questions about the safety and soundness of financial oversight and the decisions board members must make in response. Let's explore the implications of a reduced regulatory workforce, the risks tied to longer intervals between examinations, and the potential shifts in spending priorities.

The Shrinking Regulatory Workforce: A Cause for Concern?

The FDIC, NCUA, OCC, and Federal Reserve have been pivotal in ensuring the stability and integrity of the banking and credit union sectors. However, recent directives from the current administration have led to substantial staff reductions across these agencies.

The FDIC, for instance, has seen a workforce reduction of about 9% since January 2025, driven by deferred resignation offers and layoffs of probationary employees. According to Banking Dive, the FDIC aims to reduce its workforce by 1,250 — nearly 20%. Notably, the Voluntary Early Retirement Authority (VERA) and the Voluntary Separation Incentive Program (VSIP) are not being offered to “mission critical” employees such as those in risk management and information security.

Similarly, the NCUA has pulled back job offers and discussed early retirement programs in closed board meetings. Regulatory Report states the NCUA is considering a 16% staff reduction, or approximately 200

positions, which would likely impact its ability to perform supervisory functions.

The OCC has laid off more than 75 probationary employees and shed approximately 140 staff through buyouts and deferred resignations. These reductions align with broader federal efforts to streamline operations and reduce costs.

The Federal Reserve is also affected, with staffing cuts across financial regulatory agencies contributing to a larger campaign to trim \$1 trillion in federal spending.

While the intention behind these measures is efficiency, the resulting gaps in financial oversight could have serious consequences.

Unintended Unsafe Conditions

One of the most pressing concerns is that fewer regulatory staff could lead to longer gaps between examinations — critical moments for identifying risks, ensuring regulatory compliance, and maintaining financial stability.

Consequences of reduced oversight include:

- 1. Delayed detection of issues:** Problems may go undetected longer, making them harder and more expensive to fix.
- 2. Increased risk exposure:** Institutions may take greater risks when they believe scrutiny is less frequent.
- 3. Erosion of regulatory compliance:** Less frequent exams can lead to diminished focus on compliance, as short-term priorities crowd out long-term risk mitigation.

Impact on Information Technology Spending

The downsizing of regulatory staff doesn't just affect compliance — it may influence how board members allocate resources, particularly in information technology (IT) and information security (IS).

Several factors contribute to this potential shift in spending priorities:

- 1. Perceived reduced need for compliance:** Fewer exams might lead boards to deprioritize technologies that support compliance.
- 2. Short-sighted cost-cutting:** Institutions may delay or reduce IT and IS investments to save money — a move that can weaken their cybersecurity posture.
- 3. Shift in strategic focus:** Funds may be reallocated to other initiatives, potentially neglecting essential tech and security infrastructure.

Essential Oversight: Why Audits Matter More Than Ever

With reduced regulatory presence, external IT and IS audits become essential tools for financial institutions committed to maintaining high standards of security and compliance.

Benefits of regular external audits include:

- 1. Independent verification:** Third-party reviews help identify vulnerabilities and gaps that internal teams may miss.
- 2. Regulatory compliance:** Audits help institutions stay aligned with regulations — even when oversight is less frequent.
- 3. Proactive risk management:** External audits uncover and address issues early, allowing institutions to mitigate risks before they escalate.
- 4. Stakeholder confidence:** Independent assessments reassure customers, investors, and regulators alike.

What Sets Effective Risk Management Apart

Cyber threats aren't slowing down, especially as AI introduces new risks. Smart investments in technology and sound risk management practices are essential. That includes regular cyber risk assessments to guide informed, prioritized decisions about which risks to mitigate next. These assessments keep financial institutions out of breach headlines — and out of regulators' crosshairs — while ensuring they can continue serving customers without disruption.

Effective risk management isn't just about checking boxes — it's about protecting the institution and the people it serves. That protection becomes even more crucial as traditional oversight scales back.

Navigating Risk in a Time of Reduced Oversight

The downsizing of key financial regulators presents serious challenges. However, institutions aren't powerless. External IT and IS audits offer a meaningful way to uphold oversight standards, even as federal agencies reduce staff. By providing independent verification, ensuring regulatory compliance, managing risks, and enhancing stakeholder confidence, external audits play a crucial role in maintaining the safety and soundness of the sector.

As financial institutions navigate these changes, it's essential to strike the right balance between cost-saving initiatives and continued investment in oversight and technology. Sustaining trust, stability, and operational resilience requires a proactive, risk-informed approach, even in the face of reduced regulatory scrutiny.

This blog was originally published on sbscyber.com.

SBS helps business leaders identify and understand cybersecurity risks to make more informed and proactive business decisions. For more information, contact Cole Kratovil at 605-270-7925 or cole.kratovil@sbscyber.com. Learn more at sbscyber.com.





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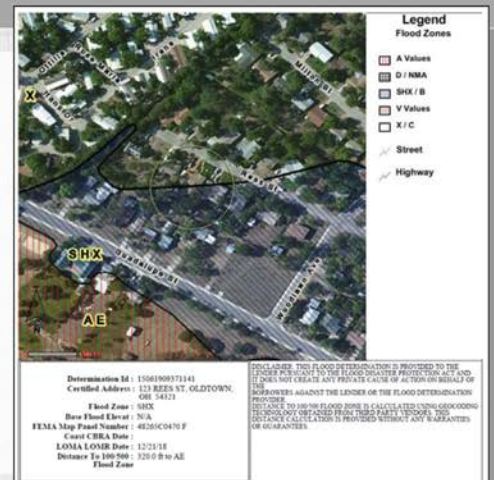
Flooding **Outside** Special Flood Hazard Areas



*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.



**HIGHLY ACCURATE
FLOOD ZONE
DETERMINATIONS**

*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**.*



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



BANK



HAPPENINGS

Bismarck

Bank of North Dakota (BND) and its core banking services provider, Fiserv, have partnered to develop the state's very own stablecoin, named the Roughrider coin, positioning North Dakota at the leading edge of digital currency backed by real assets. Initially, the two entities will conduct a beta test to demonstrate that stablecoin can be used between financial institutions to improve efficiency and quality control with financial transactions between them.

The value of a stablecoin is directly tied to a real asset such as the U.S. dollar or a physical commodity such as gold, as opposed to traditional, more volatile cryptocurrencies like Bitcoin and Ethereum whose values fluctuate based on supply, market demand and investor sentiment. Stablecoins also offer the benefits of blockchain technology – speed, efficiency, and accessibility – while providing stability more like traditional financial assets.

With the recent passage and signing of the GENIUS Act, Congress established the framework for payment stablecoins by requiring that they be backed with high-quality assets, mandated disclosures and audits, ensured reserve transparency and created rules for permitted issuers. The GENIUS Act establishes stablecoin as an accepted part of the financial system, allowing faster, more secure bank-to-bank transactions anywhere in the world. For more information, visit bnd.nd.gov/fintech.

Bismarck

The North Dakota State Library partnered with **Bank of North Dakota** to bring the College SAVE Summer Reading Champions Campaign to participants of the 2025 Collaborative Summer Library Program, “Color Our World.”

Every student completing their library's goal for “Color Our World” received a redeemable certificate for a \$10 contribution to an existing College SAVE account or a \$25 contribution to a new College SAVE account. Over 425 children have taken advantage of the contribution, and families have until December 31, 2025, to redeem the certificate. In addition, there were 10 recipients selected from random drawings who were awarded \$529 College SAVE contributions.

Summer reading with a touch of financial literacy? Sounds like a winning combination! The North Dakota State Library's partnership with the Bank of North Dakota not only encourages children to take part in the Summer Reading programs offered by their local libraries, but also aids these learners by contributing to their College SAVE (529) accounts.

Bismarck

The Industrial Commission approved a short-term, low-interest loan program for North Dakota residents who are furloughed federal government employees and members of the U.S. Armed Forces stationed in North Dakota.

The Furloughed Federal Employee Relief Program (FFERP), administered by **Bank of North Dakota (BND)** in partnership with local lenders, will provide loans at a 2% interest rate to cover the base net pay of eligible individuals for up to three months. The program was developed in response to the Oct. 1, 2025, shutdown of the federal government to address financial hardships federal employees may experience.

The federal government officially shut down Oct. 1, after the Senate did not pass a continuing resolution to fund operations. In North Dakota, the federal government employs over 9,000 employees with the vast majority being active-duty military at the Grand Forks and Minot Air Force bases and in the North Dakota National Guard.

FFERP will be delivered through local banks and credit unions with the application period opening on Friday, Oct. 10. To be eligible for the program, employees must present identification and their most recent paystub to their local lender. The program will end on Jan. 9, 2026, or when Congress passes a funding bill to reopen.

The program has a broad base of support, including the Independent Community Bankers of North Dakota (ICBND) and North Dakota Bankers Association (NDBA).

Bismarck

Take the challenge, share your takeaways, and nominate others to do it too. During the month of October, the state of North Dakota is encouraging North Dakotans to discover their unique money personalities on Smart with My Money.

The October Money Personality Challenge will inspire others to take action toward becoming financially literate and raise awareness of a free resource. To support the effort, community and business leaders, public officials and others will create an account on SmartWithMyMoney.nd.gov. They will take the Money Personality Quiz, share takeaways, and nominate others to do the same.

Residents statewide can participate in the challenge by creating their free account. Plus, after they complete a financial checkup and take the Money Personality Quiz, the site will provide personalized learning recommendations based on their answers.

“North Dakotans scored a C in financial literacy according to the most recent study by the Financial Industry Regulatory Authority (FINRA),” shared **Bank of North Dakota (BND)** President and CEO Don Morgan. “BND is committed to helping the state become the most financial literate in the nation. Our leaders and employees will be participating in the challenge to raise awareness and promote a helpful resource.”

The “Smart with My Money” effort and SmartWithMyMoney.nd.gov were announced in April 2024 when leaders of 11 state agencies kicked

off Financial Literacy Month in North Dakota. The goal of the “Smart with My Money” effort is to make North Dakota the most financially literate state by 2027.

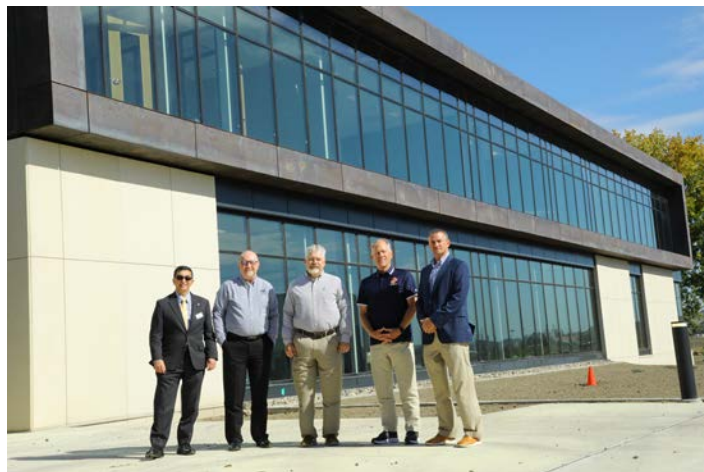
North Dakota high schools, colleges, businesses or other organizations interested in joining the effort may contact Lance Hill at lrhill@nd.gov for information.

Williston

American State Bank & Trust Company (ASB) and Williston State College (WSC) came together to celebrate their continued partnership and shared commitment to investing in the future of education in the MonDak region. Following last year’s announcement of a \$260,500 investment, representatives from both institutions gathered to mark the second installment of the multiyear commitment.

The \$260,500 commitment – announced in November 2024 – supports several major projects on campus, including the Well and its Center Court scoreboard, the Turf Fields Project, and the new Healthcare Training Facility. This recent gathering reflects not only the progress being made, but also the deep ongoing partnership between ASB and WSC.

American State Bank & Trust Company and Williston State College have worked together since the college’s inception in 1961, building a relationship rooted in shared values, student success, and community growth. This ongoing investment ensures that future generations will benefit from the partnership for years to come.



associate HAPPENINGS

Bismarck

Vantage Point Solutions is pleased to welcome Jeff Tupper, CAMS, to its financial services compliance and model validation team. Jeff brings more than 30 years of financial services experience — including over 20 years focused exclusively on anti-money laundering (AML) compliance. Jeff holds an MBA from the University of St. Thomas and has delivered AML compliance solutions to financial institutions nationwide.



Jeff Tupper



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Bruce Donarski
Account Executive
Phone: 701.364.2471
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- Ensure compliance with banking regulations and internal policies.
- Provide branch support including scheduling, supervisory coverage, and customer relationship travel.

What We're Looking For:

- Bachelor's degree in Business, Finance, Accounting, or Economics.
- 5+ years of Commercial/Ag lending experience preferred (related experience considered).
- Strong communication, analytical, and relationship-building skills.
- Proficiency in Microsoft Office Suite.
- A passion for community banking and long-term career growth.

Why Pioneer Bank & Trust?

We offer a competitive compensation package that includes:

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Enjoy the charm of small-town living with wide-open spaces, a close-knit community, and the opportunity to make a meaningful impact in the lives of local businesses and families.

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Market President Bismarck ND



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What You'll Do

Cornerstone Bank is looking for a Market President to join our professional team in Bismarck. This candidate will be responsible for achieving their market's overall financial results as well as leading and managing the bank staff. Incumbent is also responsible for promoting the bank by servicing and deepening relationships with existing customers and attracting new customers with loan products, deposit products, cash management, and other financial services. Incumbent is an active participant in the bank's Leadership Council that develops strategy and in turn supports and executes the strategies within their respective marketplaces.

What We're Looking For

- Demonstrates strong leadership and management skills by holding teams accountable for results, fostering a culture of discipline, and ensuring alignment with organizational goals as outlined in the Traction framework
- Strong management abilities
- Strong sales skills and decision-making abilities

Background & Experience

A bachelor's degree in finance, accounting or business administration and 10 years of experience in a senior bank management position, and 7 years of experience in a community bank environment, or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job is required.

Why Join Us

- People-first culture with real responsibility
- An innovative approach to banking
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Apply now and bring your best to Cornerstone Bank. www.cornerstone.bank/careers. Pre-employment background and credit screening are required for this position.

EOE, Including Disability/Vets

Commercial & Ag Loan Manager ND or WI Branches



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

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Why Starion Bank? As a growing community bank, we pride ourselves on local leadership, personalized service, and deep community loyalty. We're not just a bank; we're a place where you can thrive both professionally and personally.

Locations: This position can be filled in any of our North Dakota or Wisconsin branches. This position may be eligible for remote work where the physical location is within 200 miles of one of our branches.

Key Responsibilities:

- Lead & direct the business banking representative and commercial and ag loan operations functions
- Set the vision and strategy for the departments, ensuring operational consistency and efficiency, to support strategic initiatives
- Partner with business and ag bankers and the credit department to foster collaboration and resolution of cross-functional issues
- Serve as a subject knowledge expert for all commercial and ag-related banking systems, procedures, transactions and policies

Qualifications:

- Demonstrated business and ag banking support, loan operations, loan documentation and ag lending regulations, and customer service experience is required
- 5-8 Years of demonstrated experience in business and ag banking support, loan operations, loan documentation and ag lending regulations, and customer service experience
- Supervisory and leadership skills are required.
- A college degree or completion of a specialized course of study.
- Must be willing and able to travel

What We Offer:

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

Recognized Excellence:

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

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BBR Supervisors West and East North Dakota Regions



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Locations: Starion will be hiring two BBR Supervisors, one in our West Region and one in our East Region. This position is an in-office position and can be filled at any of our North Dakota or Wisconsin branches.

Key Responsibilities:

- Lead & direct the daily business banking representative (BBR) functions for multiple branches within assigned region
- Ensure operational consistency and efficiency, maintain quality customer service standards, and achieve assigned metrics and goals and serve as a subject knowledge expert for the BBR function
- Serve as a liaison between the business and ag banking, loan operations and credit departments to foster collaboration and resolution of cross-functional issues
- Serve as a working manager, conducting BBR transactions
- Troubleshoot and resolve complex customer and internal inquiries timely, professionally and accurately.

Qualifications:

- 3-5 Years of demonstrated experience in business and ag banking support, customer services and sales are required.
- Supervisory and leadership skills are required.
- A two-year college degree or completion of a specialized course of study.
- Must be willing and able to travel

What We Offer:

- Competitive Salary: Your hard work deserves great pay!
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Retail Loan Processor ND or WI Branches



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

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Locations: This position can be filled at any of our North Dakota or Wisconsin branches. This position may be eligible for remote work where the physical location is within 200 miles of one of our branches.

Key Responsibilities:

- Provide loan support, including preparation of consumer loan documentation, decision consumer loans and complete data entry and maintenance of consumer loans
- Process consumer paid loans and balance various general ledger accounts
- Respond to internal and external inquiries
- Service consumer mortgage loans, including real estate taxes and insurance
- Process construction draws

Qualifications:

- Demonstrated experience in banking, loan documentation and customer service, typically acquired through one to three years of experience
- Prefer a bachelor's degree in accounting, business or finance.
- Must be able to work independently and with a team
- Must have strong oral and written communication, organization, and time management skills

What We Offer:

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Executive Assistant Bismarck ND



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Locations: Bismarck, North Dakota

Key Responsibilities:

- Provide administrative support to the President
- Schedule appointments, meetings and other events, make travel arrangements, prepare and maintain documents and reports.
- Prepare, process and track expense reports, invoices, and reimbursements
- Draft correspondence and ensure timely and accurate communication on behalf of the President
- Serve as liaison between President and internal/external stakeholders, always maintaining confidentiality.

Qualifications:

- Demonstrated experience in administrative assistant tasks and confidentiality, typically acquired through three to five years of similar or related experience.
- Excellent organizational, multitasking skills and time management skills
- A team player with strong written and oral communication skills
- Demonstrates adaptability and self-direction

What We Offer:

- Competitive Salary: Your hard work deserves great pay!
- Comprehensive Benefits: Including health, life, dental, vision, and a health savings account.
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Credit Officer Fargo ND



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Work Hours: Full-time, Monday through Friday, 8-5pm.

Skills / Requirements / Qualifications:

- Act as a resource for bank officers in the credit administration process by analyzing and spreading financial statements for potential new clients and providing preliminary recommendations as to the feasibility of the credit request.
- Assist lenders with the preparation of loan committee presentations, credit reviews and problem loan summaries.
- Prepare independent, written credit evaluation of new, renewal or modification loan proposals as well as annual credit reviews.
- Identify trends and analyze performance in order to develop an assessment of credit risks.
- As required, monitor credit quality through the review of financial information such as interim financial statements, to provide early warning of possible deterioration.
- Provide input to lending officers on terms under which a credit request could be structured including costs, repayment methods and collateral requirements.
- Develop and maintain a thorough understanding of the Bank's credit policies, procedures, processes and manage to best practices.
- Knowledge, skill, and mental development equivalent to the completion of a four-year college degree in Accounting, Finance, or a related field and five years of credit, lending, or banking experience.

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BHG Financial Institutional Network

bhginstitutionalnetwork.com/ND

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SBS Cybersecurity

www.sbscyber.com

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Compliance Alliance

www.compliancealliance.com

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Superior IRA & HSA

www.superiorira.com

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DataVerify Flood Services

www.flood.dataverify.com

Norwalk OH

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